

# Ben and Jerry's Assessment (2017)

Version: Manufacturing Track / 250-999 Employees / Developed Market

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Ben and Jerry's is a wholly-owned subsidiary of Unilever PLC/Unilever NV. As a wholly-owned subsidiary, Ben and Jerry's 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 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 labeled as such:

## Governance

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### Governance: Mission & Engagement

GV1.1 Select the description that best describes your business. [Not Weighted]

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

GV1.2 Does your company have a corporate mission statement, and does it include any of the following? [Less Weighted]

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

GV1.3 Please type or paste your mission statement here. [Not Weighted]

Ben & Jerry's is founded on & dedicated to a sustainable corporate concept of linked prosperity. Our mission consists of 3 interrelated parts:

Product Mission: To make, distribute and sell the finest quality all natural ice cream and euphoric concoctions with a continued commitment to incorporating wholesome, natural ingredients and promoting business practices that respect the Earth and the Environment.

Economic Mission: To operate the Company on a sustainable financial basis of profitable growth, increasing value for our stakeholders and expanding opportunities for development and career growth for our employees.

Social Mission: To operate the company in a way that actively recognizes the central role that business plays in society by initiating innovative ways to improve the quality of life locally, nationally and internationally.

Central to the mission of Ben & Jerry's is the belief that all 3 parts must thrive equally in a manner that commands deep respect for individuals in & outside the Company & supports the communities of which they are a part.

- GV1.4a Which type of employee training does your company provide regarding its social and environmental mission? [Equally Weighted]
- No social or environmental mission
  - No training on the company's social and environmental mission
  - Only informal inclusion in orientation, training and/or instruction
  - Specific, formal training integrated into new employee and new manager training
  - Specific, formal training integrated into ongoing employee and manager training
  - Workers articulate goals and achievements on social and environmental metrics as an individual or part of a workplace team
  - All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- GV1.4b Does the Board of Directors or equivalent governing body review the company's social or environmental performance on at least an annual basis? [Equally Weighted]
- No
  - Yes - The Board receives a general update on the company's social and/or environmental performance
  - Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance
  - N/A - No Board of Directors or equivalent governing body
- GV1.6 What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description? [Equally Weighted]
- 0%
  - 1-49%
  - 50-99%
  - 100%
- GV1.7 What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals? [Equally Weighted]
- 0
  - 1-49%
  - 50-99%
  - 100%
- GV1.8 Is the compensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental metrics or objectives? [Equally Weighted]
- No
  - Yes, CEO/President compensation
  - Yes, other senior management team member(s) compensation
- GV1.9b 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? [Equally Weighted]
- 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)

GV1.10 Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives? [Equally Weighted]

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

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## Governance: Corporate Accountability

GV2.1a What is the company's highest level of corporate oversight? [Less Weighted]

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

GV2.2c Which of the following apply to your company's Board of Directors or equivalent governing body? [Heavily Weighted]

- Meets at least quarterly
- Includes at least 1 independent member
- Includes at least 50% independent members
- Oversees executive compensation
- Reports members names and relation to company transparently to public
- Has an Audit Committee with at least 1 independent member
- Has a Compensation Committee with at least 1 independent member
- Company is a cooperative and elects Board from membership
- None of the above
- N/A - Company has no Board of Directors or equivalent

GV2.3a Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body? [Less Weighted]

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

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## Governance: Ethics

GV3.1b Does the company maintain any of the following financial controls? [Equally Weighted]

- None
- IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management.
- Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing
- Document financial control activities, which at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management

GV3.3a Which of the following anti-corruption reporting and prevention systems are in place? [Equally Weighted]

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

GV3.4 Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption? [Equally Weighted]

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

GV3.5 Which of the following aspects are covered in your Code of Ethics? [Equally Weighted]

- 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

Other: Anti-money laundering, Preventing Insider Trading, Personal Data & Privacy, Avoiding Conflicts of Interest, Responsible Sourcing, Fair Competition, and others

GV3.6a 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? [Equally Weighted]

- Breaches, including case details, are reported publicly
- Reported breaches are investigated promptly via an independent party
- 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

GV3.7 Is there an annual conflict of interest questionnaire filled out by all board members and officers? [Less Weighted]

- Yes  No  N/A - No Board of Directors or equivalent

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## Governance: Transparency

GV4.1c Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)? [Equally Weighted]

- Yes  No

GV4.2a Does the company have a formal process to share financial information with its full-time employees? [Equally Weighted]

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

GV4.3a Do all full-time employees have access to written information that identifies all material owners and investors of the company? [Equally Weighted]

- Yes  No

GV4.5b Does the company publicly share information on its social and/or environmental performance? If so, how? [Equally Weighted]

- No public reporting on social or environmental performance
- Specific quantifiable social and/or environmental indicators or outcomes are made public
- Company sets public targets and shares progress to those targets
- Information is shared/updated annually
- Information is presented in a formal report that allows comparison to previous time periods
- Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated the information shared
- Impact reporting is integrated with financial reporting

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## Governance: Governance Metrics

GV5.1 On what date did your last fiscal year end? [Not Weighted]

12/31/2015

GV5.2 Reporting currency [Not Weighted]

US Dollar - USD

GV5.3 Total Earned Revenue

From the last fiscal year

From the fiscal year before last

GV5.4 EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the fiscal year before last

GV5.5 Net Income

From the last fiscal year

From the fiscal year before last

## Workers

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### Workers: Worker Metrics

WR1.1 Are the majority of your employees paid on a fixed salary or a daily/hourly wage? [Not Weighted]

- Fixed Salary  Daily/Hourly Wage

WR1.2 Number of Total Full-Time Workers

Current Total Full-Time Workers 467.00

Total Full-Time Workers 12 months ago 442.00

WR1.3 Number of Total Part-Time Workers

Current Total Part-Time Workers 5.00

Total Part-Time Workers 12 months ago 5.00

WR1.4 Number of Total Temporary Workers

Current Total Temporary Workers 169.00

Total Temporary Workers 12 months ago 193.00

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### Workers: Compensation & Wages

WR2.1 Total Wages (including bonuses) [Not Weighted]

WR2.2 What is the company's lowest wage calculated on an hourly basis? [Not Weighted]

17.09

WR2.5 What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year? [Equally Weighted]

- 0% or below  
 1-14%  
 15-24%  
 25%+  
 N/A - No living wage data available for country of operations

WR2.7a What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker? [Equally Weighted]

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



WR2.9a Based on a company referenced compensation study in the last two years, how does your company's compensation structure (excluding executive management) compare with the market? [Equally Weighted]

WR2.10 Which of the following are true about the company's bonus plan: [Less Weighted]

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

WR2.12 What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year? [Equally Weighted]

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

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## Workers: Compensation & Wages (Hourly)

WR2.5.3 What % above the local minimum wage did your lowest-paid hourly worker receive during the last fiscal year? [Equally Weighted]

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

WR2.5.6a What % of hourly workers are paid a living wage? [Equally Weighted]

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

WR2.5.11b In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? [Equally Weighted]

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

## Workers: Benefits

WR3.1a Does the company's healthcare plan available to all full-time workers include any of the following practices? [Heavily Weighted]

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

WR3.2a What % of full-time workers are enrolled in a health care plan offered by your company? [Equally Weighted]

- <70%  70-79%  80-89%  90-99%  100%

WR3.3 At what juncture do your part time employees qualify for health care benefits? [Equally Weighted]

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

WR3.5 What % of part-time workers who work more than 20 hours a week are enrolled in the private healthcare plan offered by your company? [Equally Weighted]

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

WR3.6a Does your company have an Employee Retirement Plan available for workers? If so, which of the following apply? [Equally Weighted]

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

WR3.12 What additional benefits are offered to full-time tenured workers? [Heavily Weighted]

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

Other: Health club membership, hybrid auto, vision reimbursement, on-site massage, lactation facility, spouse & child life insurance, AD&D, Adoption Assistance

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## Workers: Worker Benefits (Hourly)

WR3.5.4 What is the minimum tenure required to be eligible for health care benefits for hourly workers? [Equally Weighted]

- 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

WR3.5.7b What is the minimum number of paid days off provided annually to hourly tenured workers? [Equally Weighted]

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

WR3.5.8b What is the minimum number of weeks tenured hourly workers receive paid primary caregiver leave, either through the company or the government? [Equally Weighted]

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

WR3.5.11 Does the company provide any of the following financial products or services that help to meet urgent needs of employees, discourage predatory lending and/or facilitate savings? [Less Weighted]

- Access to free banking services, e.g. free ATM debit card
- Employer match for deposits into savings accounts
- Low-interest loans
- Issue paychecks off schedule on a need basis
- Other (please describe)
- None of the above

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## Workers: Training & Education

WR4.1 Which of the following is true of intern hiring practices? [Equally Weighted]

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

WR4.1a What % of positions above entry level have been filled with internal candidates in the last 12 months? [Equally Weighted]

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

WR4.1b What % of employees have been internally promoted within the last 12 months? [Equally Weighted]

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

WR4.5 How many paid days of professional development do the majority of full time workers receive (in a single year)? [Equally Weighted]

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

WR4.6 Do new and existing managers get regular training and coaching on the following? [Equally Weighted]

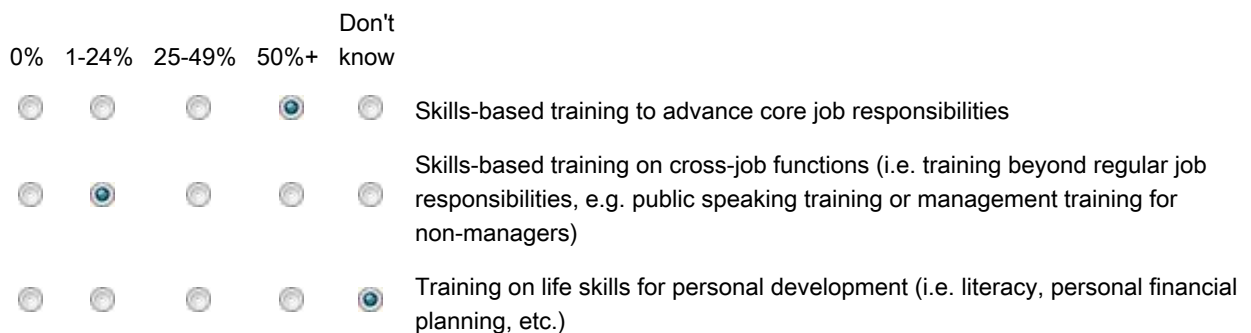
- Providing ongoing praise and corrective feedback
- Conflict negotiation and resolution
- Group dynamics and optimal team functioning
- Performance evaluation systems
- Other (please describe)
- None of the above

Other: Equity and Inclusion, Interviewing

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## Workers: Training & Education (Hourly)

WR4.2b Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?



WR4.5.3b What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year? [Equally Weighted]

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

WR4.5.7 Approximately how many hours did each worker (on average) spend on dedicated, job-related training/education time in the past 12 months? [Equally Weighted]

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

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## Workers: Worker Ownership

WR5.1 What % of all full-time employees have been granted stock, stock options or stock equivalents (including participation in an ESOP or other qualified ownership plans) in the company? [Equally Weighted]

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

WR5.2 What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)? [Equally Weighted]

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

WR5.4 What % of the company is owned by full-time workers who are non-executive employees and non-founders? [Heavily Weighted]

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

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## Workers: Management & Worker Communication

WR6.1 Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following? [Heavily Weighted]

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

WR6.2 Does your company have a written employee handbook that workers have access to and includes any of the following information? [Less Weighted]

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

WR6.3a What percent of your employees are 'Satisfied' or 'Engaged'? [Heavily Weighted]

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

WR6.5 Which of the following employee metrics are regularly collected, monitored and made transparent to all employees? [Less Weighted]

- Retention and turnover metrics
- Diversity metrics
- None

WR6.6 Which of the following is included in your company's termination policy? [Equally Weighted]

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

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## Workers: Management & Worker Communication (Hourly)

WR6.5.4b What is the average tenure of your current workforce? [Equally Weighted]

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

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## Workers: Job Flexibility/Corporate Culture

WR7.5 Do company policies support any of the following health and wellness initiatives above insurer-provided programs? [Equally Weighted]

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

Other: Gym membership, wellness team activities, yoga classes.

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## Workers: Job Flexibility/Corporate Culture (Hourly)

WR7.5.1 Which of the following best describes the flexibility of scheduling process for hourly workers? [Heavily Weighted]

- Company has a minimum work hours policy for hourly employees.
- There is a written policy that worker preference must be incorporated into scheduling (e.g. self-scheduling or honoring worker preferences to work certain shifts or certain days)
- Company shares employee schedules two weeks or more in advance
- Workers schedules are kept consistent week to week
- Management (or enabling technology) facilitates exchange of hours if the employee is not able to commit to his/her shift
- Other (please describe)
- None of the above

WR7.5.2b Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers? [Less Weighted]

- Part-time work schedules at the request of workers
- Flex-time work schedules (allowing freedom to vary start and stop times)
- Telecommuting (working from home one or more days per week)
- Job-sharing
- None of the above



WR7.5.4d Which of the following supplementary benefits are offered to employees? [Heavily Weighted]

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

Other: 3 free pints a day, company store, pet friendly environment, community gardens, free gym membership, hybrid car incentive

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## Workers: Occupational Health & Safety

WR9.4 Does the company have any of the following practices with regards to management's commitment to worker health and safety? [Equally Weighted]

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

WR9.5 Which of the following is included in your company's practices related to inspections/audits: [Equally Weighted]

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

WR9.6 Which of the following is included in your company's measurement and evaluation practices in relation to occupational safety and health? [Equally Weighted]

- 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

WR9.7 Check all of the worksite characteristics below that apply: [Equally Weighted]

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

WR9.8 Which of the following does your company do regarding hazard elimination and tracking: [Equally Weighted]

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

## Community

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### Community: Job Creation

CM2.1 Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last 12 months:

Prior 12 months:

CM2.2a By what % has your worker base grown over the last 12 months? [Heavily Weighted]

CM2.3 Number of full-time and part-time workers that departed/left the company during the last 12 months. [Not Weighted]

CM2.4a What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months? [Heavily Weighted]

CM2.5 What % of workers (including full-time and part-time and temporary workers) are verified/self-identified to be a part of the following groups?

0%	1-9%	10-19%	20-29%	30%+	Don't Know	
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Individuals residing in a low income area
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

CM2.6 What % of your workers are employed in company facilities located in low-income communities? [Equally Weighted]

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

CM2.7 What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations? [Less Weighted]

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

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### Community: Diversity & Inclusion

CM3.1 Number of total full-time and part-time female employees. [Not Weighted]

159.00

CM3.2 What % of the company is owned by the following groups?

0%	1-9%	10-24%	25-49%	50%+	Don't know		1-4%		5-14%	15-24%	25%+
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Nonprofit organization(s)					
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Women and/or individuals from underrepresented populations, including low-income communities					
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Individuals that qualify as non-accredited investors					

CM3.3 Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women	0%
Low income communities	0%
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)	0%

CM3.5 What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations? [Equally Weighted]

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

CM3.6 Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women	40%
Low income communities	
Minority/previously excluded populations	30%
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)	

CM3.7 What % of management are women and/or individuals from underrepresented populations, including low-income communities? [Equally Weighted]

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

CM3.8 Optional unweighted metrics: Approximately what % of management is from the following groups?

- Women
- Low income communities
- Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

CM3.9 Does the % of ethnic minorities employed at your company equal or exceed the % of ethnic minorities in your metro area? [Equally Weighted]

CM3.10 Is average compensation for men and women equal in comparable managerial and non-managerial roles?

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

Managerial  
Non-managerial

CM3.11 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? [Equally Weighted]

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

CM3.12 Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations? [Less Weighted]

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

CM3.13 What % of the following employment categories are women or individuals from minority or underrepresented populations?

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

Non-managerial full-time workers

CM3.18 Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups? [Equally Weighted]

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

## Community: Civic Engagement & Giving

CM4.1a Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following: [Equally Weighted]

- Statement on the intended social or environmental impact of company's charitable contributions
- Cash and in-kind donations (excluding political causes)
- Volunteer and pro bono service
- Formal donations commitment (e.g. 1% for the planet)
- Matching individual workers' charitable donations
- Allowing workers and/or customers to select charities to receive company's donations
- Other (please describe)
- None of the above

Other: Through the Ben & Jerry's Foundation, the Vermont Community Action Team (CAT) grant program allows employees to support organizations in the places where they live and work. Each site gives away \$75,000/year, and has a CAT that consists of 8-12 members.

CM4.2b Are full-time employees granted in writing any of the following options for volunteer service? [Equally Weighted]

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

CM4.3 What % of employees took paid time off for volunteer service last year? [Equally Weighted]

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

CM4.4a Does your company monitor and record volunteer hours of company workers? [Less Weighted]

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

CM4.5 Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year. [Not Weighted]

- Not tracked / unknown

- CM4.6b What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? [Equally Weighted]
- 0%
  - 0.1-0.5% of time
  - 0.6-1% of time
  - 1.1-2% of time
  - >2% of time
  - Don't know / not monitored
- CM4.7 Total amount (in currency terms) donated to registered charities in the last fiscal year. [Not Weighted]
- CM4.8b What was the equivalent % of revenue donated to charity during the last fiscal year? [Most Heavily Weighted]
- No donations last FY
  - Less than 0.1% of revenues
  - 0.1-0.4% of revenues
  - 0.5-0.9% of revenues
  - 1-1.9% of revenues
  - 2%+ of revenues
  - Don't know
- CM4.9 Which organizations does your company support? [Not Weighted]
- CM4.10 Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year? [Equally Weighted]
- Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
  - Company has public facing partnership with a service/charitable organizations
  - Company provided facilities for community events or trainings
  - Other innovative engagement practices (please describe)
  - None of the above

CM4.11 Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years? [Equally Weighted]

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

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## Community: Local Involvement

CM5.1a We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically. [Not Weighted]

The scope of Ben & Jerry's B-Corp Certification includes our Central office in South Burlington, VT; manufacturing sites in Waterbury & St. Albans, Vermont; Company owned stores in Burlington, VT.

CM5.2 Does the company have the following written local purchasing or hiring policies in place? [Equally Weighted]

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

Other: Per Acquisition Agreement, social mission priorities included "Continue the long-term relationship with the St. Albans Cooperative", as well as lists 'certain further aims' as: "the purchase of non-RBGH milk and cream primarily from Vermont farms"

2.

CM5.3a What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities? [Equally Weighted]

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

CM5.4b Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce? [Equally Weighted]

- Yes  No  Don't know

CM5.5a What % of your company's Cost of Goods Sold (including value adding activities) was spent within the country of operations, from in-country registered companies or national citizens? [Equally Weighted]

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



CM5.8 Is the majority of your company's banking services provided by an institution with any of the following characteristics? [Equally Weighted]

- A certified CDFI or national equivalent social investment organization
- A Certified B Corporation
- A member of the Global Alliance for Banking on Values
- A cooperative bank or credit union
- A local bank committed to serving the community
- An independently owned bank
- None of the above

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## Community: Suppliers, Distributors & Product

CM6.1 Please select the types of companies that represent your Significant Suppliers: [Not Weighted]

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

CM6.2 Does your company screen and/or evaluate Significant Suppliers for social and environmental impact? [Not Weighted]

- Yes  No

CM6.4 What is the social and environmental screen that is used for a majority of your company's Significant Suppliers: [Equally Weighted]

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

CM6.5a When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply? [Equally Weighted]

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

CM6.6b What is the average tenure of your relationships with Significant Suppliers? [Equally Weighted]

- Less than 24 months
- 24-60 months
- 61-96 months
- 96 months or more
- Don't know

CM6.7a Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance? [Equally Weighted]

- Yes
- No

CM6.7b 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? [Equally Weighted]

- 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

CM6.8a In the cases where suppliers were not yet adhering to the supplier code of conduct, which of the following remediation practices have been implemented before determining whether to terminate the relationship? [Equally Weighted]

- Company has fully disclosed to the public any material breaches of conduct by suppliers that have occurred in the past 5 years
- Company formulated a corrective action plan with suppliers with goals and timeline for improvement
- Company provided training and education to address non-compliance and poor performance
- Company required a time period for suppliers to make changes to adhere to code of conduct or otherwise terminated contract
- N/A - No Supplier Code of Conduct
- None of the above

CM6.9 Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year? [Heavily Weighted]

- All primary suppliers of core products or principal raw materials
- All primary suppliers of non-core products
- All sub-contractors responsible for the majority of an order
- None
- N/A - No Supplier Code of Conduct

CM6.11 What % of Significant Suppliers (on currency basis) are made transparent on the company's website? [Equally Weighted]  
 0%  1-49%  50-79%  80%+  Don't know

CM6.12a What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits? [Equally Weighted]  
 0-49%  50-62%  63-75%  >75%

CM6.13 Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program? [Equally Weighted]

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

CM6.16 Which of the following describe your relationships with all your company's independent contractors? [Equally Weighted]

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

CM6.21 What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval? [Equally Weighted]  
 0  1-19%  20-39%  40-60%  60%+  Don't know

CM6.22a During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)? [Equally Weighted]

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

CM6.23a Do you use an established methodology to manage quality assurance issues? [Equally Weighted]

Yes  No

## Environment

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### Environment: Land, Office, Plant

EN2.2a What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program? [Equally Weighted]

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

EN2.3a What % of the square footage of all company facilities is located in previously constructed buildings? [Equally Weighted]

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

EN2.5 What % of your facilities on a square foot basis have a facility-wide recycling program that has ongoing collection of at least all standard materials in your area? [Equally Weighted]

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

EN2.6a Does your company have an environmental management system that includes any of the following? [Heavily Weighted]

- Policy statement documenting the organization's commitment to the environment
- Assessment undertaken of the environmental impact of the organization's business activities
- Stated objectives and targets for environmental aspects of the organization's operations
- Programming designed, with allocated resources, to achieve these targets
- Periodic compliance and auditing to evaluate programs conducted
- None of the above

EN2.11a Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services? [Equally Weighted]

- 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

Other: Pallets/Totes for applicable ingredients & raw materials are leased from a 3rd party & re-used.

EN2.12 Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? [Equally Weighted]

- Non-toxic janitorial products
- Unbleached / chlorine free paper products
- Soy-based inks or other low VOC inks
- Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- Other (please describe)
- None of the above

EN2.14 Does your company have a program in place to identify and eliminate potential chemicals and materials of concern in your product and/or process and identify and phase-in safer alternatives (e.g. chemical/material options with reduced toxicity)? [Equally Weighted]

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

EN2.15 Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following? [Equally Weighted]

- Building and construction
- Carpets
- Cleaning
- Electronics
- Fleets
- Food or food services
- Landscaping
- Meetings and conferences
- Office supplies
- Paper
- Product input materials
- Other (please describe)
- N/A - No environmentally preferable purchasing policy

EN2.18 Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting? [Equally Weighted]

- Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- Employees are encouraged to use virtual meeting technology to reduce in person meetings
- Company has a written policy limiting corporate travel
- None of the above

EN2.20 Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"? [Less Weighted]

- Yes  No  NA

EN2.21 Do you conduct an annual indoor air quality audit of your facilities that includes the following? [Equally Weighted]

- No smoking within 25 feet of building entrances
- Compliance with the following criteria in ASHRAE Standard 62.1 1010, Ventilation for Acceptable Indoor Air Quality: Ventilation rates for applicable spaces meeting combined outdoor air rate in cfm per person shown in Table 6.1 (Compliance may be shown through CO2 measurement, BMS data or volumetric measurements.)
- Compliance with Table 5.1, Air Intake Minimum Separation Distances
- Compliance with Operations and Maintenance Section 8 via documented O&M records
- HVAC Filters - ASHRAE 52.1 2007 MERV rating of at least 8, with no air by pass
- Temperature and relative humidity levels in compliance with ASHRAE Standard 55
- Written IAQ Compliant response policy
- None of the above

EN2.22a If you lease your facilities, have you worked with your landlord to implement/maintain any of the following? [Equally Weighted]

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

EN2.23 Does your company measure and manage its water in a context-based manner? [Equally Weighted]

- Yes  No  Don't Know

EN2.24 Does your company measure and manage its GHG emissions in a context-based manner? [Equally Weighted]

- Yes  No  Don't Know

EN2.25 Does your company measure and manage its solid wastes in a context-based manner? [Equally Weighted]

- Yes  No  Don't Know

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## Environment: Inputs

EN3.1c Does your company monitor, record and/or report its energy usage? [Equally Weighted]

- 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

EN3.1d Does your company monitor, record and/or report its water usage? [Equally Weighted]

- We do not currently monitor and record our usage
- We monitor and record usage (no reduction targets)
- We monitor and 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

EN3.2 Total energy used (Gigajoules) during the last 12 months: [Not Weighted]

EN3.3 Total energy used from renewable resources (Gigajoules) during the last 12 months: [Not Weighted]



EN3.4 Total water use (liters) during the last 12 months [Not Weighted]

EN3.5 Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much? [Heavily Weighted]

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

EN3.6a What % of energy use is produced from low-impact renewable sources? [Heavily Weighted]

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

EN3.7a Has the company increased its % use of low impact renewable energy annually at its corporate facilities? [Equally Weighted]

Yes  No  Already Maximized (100% low impact renewable)

EN3.8b For which of the following systems have you used energy conservation/efficiency measures for each of your corporate facilities/locations (by majority of square feet) in the past year? [Equally Weighted]

Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.

Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.

HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc.

Other (please specify)

None of the above

EN3.9 What % of water used by the company is harvested on site or is from recycled sources? [Equally Weighted]

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

EN3.10a Which of the following water conservation methods have been implemented at the majority of your corporate offices: [Equally Weighted]

Low-flow faucets/taps, toilets/urinals, showerheads

Grey-water usage for irrigation

Low-volume irrigation

Harvest rainwater

Other (please describe)

None

N/A: My company has a virtual office

Other: Wastewater effluent reused onsite to flush toilets and reused to cooling towers(reverse osmosis). Also, wastewater effluent reduced greatly at both plants, due to projects that improved cleaning efficiencies.

- EN3.11 Regarding water use, does your company practice the following within the facilities you owned or leased? [Equally Weighted]
- Regularly assess microbial, chemical and mineral content of water used and manage water sources appropriately
  - Manage use and release of wastewater in order to preserve surrounding water sources
  - Design business processes to conserve/minimize water
  - None of the above
- EN3.12 For what percentage of your products on a revenue basis has your company performed Life Cycle Assessments or had their environmental impact certified by a third party? [Equally Weighted]
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75-99%
  - 100%
  - No formal life cycle study, but life cycle considerations taken into materials selection
  - N/A: My revenue is generated from a service and a LCA can not be conducted
- EN3.15 What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification? [Equally Weighted]
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75-99%
  - 100%
  - N/A: My revenues are generated from a service and an LCA cannot be conducted.
- EN3.16a What is the % of recycled, renewable, or other environmentally preferred materials in your product? [Equally Weighted]
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75-99%
  - 100%
  - N/A - Company does not sell a physical product

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## Environment: Outputs

EN4.1 Please select the option that best describe how you monitor and record the following emissions:

Company does not currently monitor and record emissions	Company monitors and records emissions (no reduction targets)	Company monitors emissions and has specific reduction targets	Company monitors emissions and has met specific reduction targets during the reporting period	Eliminated emissions of this by-product entirely	N/A
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Scopes 1 and 2 greenhouse gas (GHG) emissions

Significant air emissions

Hazardous waste (including universal waste)

Non-hazardous waste

Hazardous and toxic wastewater

EN4.2 Does your company set intensity reduction targets for the following inputs and outputs? [Equally Weighted]

- Energy use
- Water use
- Non-hazardous waste generation
- Hazardous waste generation
- None of the above

EN4.5 Waste Disposed (metric tonnes) during the last 12 months [Not Weighted]  
0.00

EN4.6 Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months [Not Weighted]  
8,887.24

EN4.7 Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 2:

Scope 3:

- EN4.8 Have you studied the GHG emissions of your entire operation and supply chain, identified the most intensive sources, and set strategies for improvement? [Equally Weighted]
- 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
- EN4.9b What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets? [Equally Weighted]
- Manufacturing: >950 / Utilities: >6,000
  - Manufacturing: 751-950 / Utilities: 5,001-6,000
  - Manufacturing: 601-750 / Utilities: 4,001-5,000
  - Manufacturing: 451-600 / Utilities: 3,001-4,000
  - Manufacturing: 301-450 / Utilities: 2,001-3,000
  - Manufacturing: 151-300 / Utilities: 1,001-2,000
  - Manufacturing: 0-150 / Utilities: 0-1,000
  - Don't know
- EN4.11a What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company? [Heavily Weighted]
- 0%
  - 1-4%
  - 5-9%
  - 10-14%
  - 15-20%
  - >20%
  - Don't Know
- EN4.12 If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set? [Less Weighted]
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75-99%
  - 100%
  - Don't know
  - N/A - No carbon offsets purchased
- EN4.13 Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste? [Equally Weighted]
- Yes
  - No
  - Already maximized - we have achieved Zero Waste

EN4.17 Is hazardous waste always disposed of responsibly, in a way that the company can verify? [Equally Weighted]

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

EN4.18 Has your company conducted the following assessments and implemented appropriate hazard mitigation and control strategies?

No assessment conducted	Assessment indicates some exposure; no action taken to date	Assessment indicates some exposure; mitigation and control strategy implemented	Assessment indicates no exposure	
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Worker exposure to hazardous production materials
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Local communities exposure to emissions from manufacturing facilities

EN4.19b Does your company have in place an active end-of-life product/component reclamation program that has any of the following practices in place? [Equally Weighted]

- 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

EN4.21 What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn? [Equally Weighted]

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

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## Environment: Transportation, Distribution & Suppliers

EN5.2a Does the company currently use any of the following specific practices to reduce carbon emissions from transportation? [Equally Weighted]

- Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- None of the above

EN5.3 Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much? [Equally Weighted]

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

EN5.3 What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

- | 0%                    | 1-9%                  | 10-19%                | 20-29%                | 30%+                  | Don't know                       |  |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Cost of Goods Sold (excluding labor)                 |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Raw materials (in currency terms) grown or harvested |

EN5.4a Does your company do any of the following to track chemicals in the supply chain for the majority of materials? [Equally Weighted]

- Do not track chemicals in the supply chain
- Require suppliers to disclose specified chemicals of concern
- Ask suppliers if they know all the chemical ingredients intentionally added to their product and all residuals of high concern present in the product (asking if they know only, not to provide the data to you)
- Require suppliers to provide chemical information to a third party
- Disclose all by-products, contaminants or trace materials to the public

EN5.5 What % of Significant Suppliers track and report the following:

- | 0%                    | 1-24%                            | 25-49%                           | 50-74%                | 75%+                  | Don't Know            |   |
|-----------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Energy usage                                      |
| <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Water usage                                       |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Any hazardous or toxic air or water emissions     |
| <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Generation/recycling/reduction of solid waste     |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Generation/recycling/reduction of hazardous waste |
| <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | GHG Emissions                                     |

EN5.6 What % of Significant Suppliers have achieved the following?

0%	1-24%	25-49%	50-74%	75%+	Don't Know	
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Used at least 10% renewable energy at their facilities
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Implemented initiatives to reduce waste at the source or divert waste from landfills/incineration by at least 10 % in the past two years
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Recycled water on site or use close-loop or other water recovery systems to reduce the use of potable water
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Responsibly disposed of all hazardous waste generated from production

## Impact Business Models

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### Impact Business Models: Mission Locked

- IBM1.2 Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership? [Equally Weighted]
- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
  - Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
  - Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
  - Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
  - Other - Please describe
  - None of the above
- 

### Impact Business Models: Worker Business Models Introduction

- IBM2.2 Is your company structured to benefit its employees in the following way? [Not Weighted]
- Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
  - No
- 

### Impact Business Models: Customer Models Introduction

- IBM15.1a Does your product/service address a social or economic problem for or through your customers? [Not Weighted]
- Yes  No
- 

### Impact Business Models: Community Business Models Introduction



IBM4.1a Is your company structured to benefit community stakeholders in any of the following ways? [Not Weighted]

- 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

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## Impact Business Models: Supply Chain Poverty Alleviation

IBM12.1 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? [Not Weighted]

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

IBM12.2 Do you purchase directly from underserved suppliers in low-income, poor, or very poor markets? [Not Weighted]

- Yes, I purchase directly from underserved suppliers
- No, I purchase from brokers or other companies that are verified to be purchasing from and supporting underserved suppliers

IBM12.3 What types of suppliers from underserved markets are in your supply chain? [Not Weighted]

- 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

IBM12.4 Are any of the following trade terms provided to underserved suppliers? [Not Weighted]

- 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

IBM12.5 What % of your cost of materials comes from the stated under-served supplier groups that received the previous trade terms? [Not Weighted]

85%

IBM12.6 This is a calculated question based on your previous answers: "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?" and "What % of your cost of materials comes from the stated under-served supplier groups that received the above trade terms?" [Most Heavily Weighted]

IBM12.7 What is the total cost of materials sourced through the previous trade terms? [Not Weighted]

IBM12.9 Do you track the premium paid to suppliers? [Least Weighted]

Yes  No

IBM12.10 If yes, what is the average premium paid to suppliers in the last year (either on product or wage)? [Not Weighted]

7%

IBM12.11 Describe in the text box the methodology your company uses to calculate producer price premium. [Not Weighted]

We buy processed ingredients from suppliers, so we took 50% of the estimated Fairtrade premium.

IBM12.13 Does the company provide or participate in support services for underserved suppliers? [Not Weighted]

- 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

IBM12.14 What % of your total cost of materials (excluding labor) comes from suppliers that have received the above capacity building support? [Not Weighted]

10%

IBM12.15 This is a calculated question based on your previous answers: "Does the company provide or participate in support services for underserved suppliers?" and "What % of your total cost of materials (excluding labor) comes from suppliers that have received the previous capacity building support?" [Most Heavily Weighted]

IBM12.16 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? [Not Weighted]

- 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.

IBM12.17 What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as previously described? [Not Weighted]

51%

IBM12.18 This is a calculated question based on your previous answers: "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?" and "What % of your cost of materials comes from under-served supplier groups that are verified for labor and wage practices as above?" [Most Heavily Weighted]

IBM12.19 How are wage and working conditions screened and monitored to ensure that continual compliance with the previous standards? [Least Weighted]

- 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

IBM12.20 Are the company's trade practices or purchases certified by a third party, including any of the following? [Not Weighted]

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

Other: FSC certified packaging

IBM12.21 Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees? [Least Weighted]

- Yes
- No

IBM12.22 If yes, please explain how. [Not Weighted]

We work closely with Greyston Bakery to understand the impacts of open hiring on the lives of their employees.

IBM12.24 Do customers and/or the public have access to information about the company's supply chain practices? [Least Weighted]

- 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

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## Impact Business Models: Environmental Models Introduction

IBM59.1 Are your company's products or process structured to restore or preserve the environment in any of the following ways? [Not Weighted]

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

## Disclosure Questionnaire

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### Disclosure Questionnaire: Disclosure Industries

DQ1.1 Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Yes No

- Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements
- Alcohol (excluding beer and wine)
- Commercial logging and logging equipment
- Drift net fishing in the marine environment using nets in excess of 2.5 km in length
- Firearms, weapons or munitions
- Genetically modified organisms
- Mining
- Nuclear Power
- Fossil fuel-based oil or coal utility
- Ozone depleting substances subject to international phase-out
- Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production
- Pesticides/herbicides subject to international phase-out or bans
- Pharmaceuticals subject to international phase-outs or bans
- Radioactive materials
- Tobacco
- Unbonded asbestos fibers
- Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
- Chemical-intensive industries reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

DQ1.2 If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here. [Not Weighted]

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### Disclosure Questionnaire: Disclosure Practices

DQ2.1 Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "True." If false, select "False."

True	False	Yes	No
<input type="radio"/>	<input checked="" type="radio"/>		
		Company is not formally registered in accordance with domestic regulations	
<input type="radio"/>	<input checked="" type="radio"/>		
		Company has reduced or minimized taxes through the use of corporate shells or structural means	
<input type="radio"/>	<input checked="" type="radio"/>		
		Company facilities are located adjacent to or in sensitive ecosystems	
<input type="radio"/>	<input checked="" type="radio"/>		
		Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138 ) and/or company does not keep personnel records that include evidence of the date of birth of each	
<input type="radio"/>	<input checked="" type="radio"/>		
		Overtime work for hourly workers is compulsory	
<input type="radio"/>	<input checked="" type="radio"/>		
		Company uses workers who are prisoners	
<input type="radio"/>	<input checked="" type="radio"/>		
		Company prohibits workers from freely associating and bargaining collectively for the terms of one's employment	
<input type="radio"/>	<input checked="" type="radio"/>		
		Animal testing is conducted	
<input type="radio"/>	<input checked="" type="radio"/>		
		Company exploitatively operates in conflict zones	
<input type="radio"/>	<input checked="" type="radio"/>		
		Company employs individuals on zero-hour contracts	

DQ2.2 If you selected "True" previously, please provide a detailed explanation of the company's engagement in these practices here. [Not Weighted]

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## Disclosure Questionnaire: Disclosure Outcomes

DQ3.1 Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "True." If false, select "False."

- | True                             | False                            | Yes                              | No                    |
|----------------------------------|----------------------------------|----------------------------------|-----------------------|
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
|                                  |                                  | <input checked="" type="radio"/> | <input type="radio"/> |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
|                                  |                                  | <input checked="" type="radio"/> | <input type="radio"/> |
| <input checked="" type="radio"/> | <input type="radio"/>            |                                  |                       |
| <input checked="" type="radio"/> | <input type="radio"/>            |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |
| <input type="radio"/>            | <input checked="" type="radio"/> |                                  |                       |

DQ3.2 If you selected "True" previously, please provide a detailed explanation of the company's experience related to the previous statement here. [Not Weighted]

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## Disclosure Questionnaire: Disclosure Penalties

DQ4.1 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

- | Yes                   | No                               |  |
|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | Diversity and equal opportunity                |
| <input type="radio"/> | <input checked="" type="radio"/> | Employee safety or workplace conditions        |
| <input type="radio"/> | <input checked="" type="radio"/> | Environmental issues                           |
| <input type="radio"/> | <input checked="" type="radio"/> | Financial reporting                            |
| <input type="radio"/> | <input checked="" type="radio"/> | Geographic operations or international affairs |
| <input type="radio"/> | <input checked="" type="radio"/> | Investments or Loans                           |
| <input type="radio"/> | <input checked="" type="radio"/> | Labor issues (internal and supply chain)       |
| <input type="radio"/> | <input checked="" type="radio"/> | Marketing                                      |
| <input type="radio"/> | <input checked="" type="radio"/> | Political contributions                        |
| <input type="radio"/> | <input checked="" type="radio"/> | Product safety                                 |
| <input type="radio"/> | <input checked="" type="radio"/> | Taxes  |
| <input type="radio"/> | <input checked="" type="radio"/> | Animal welfare                                 |
| <input type="radio"/> | <input checked="" type="radio"/> | Bribery, fraud or corruption                   |

DQ4.2 If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. [Not Weighted]

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Disclosure Questionnaire: Supplier Disclosure

DQ5.1 Please indicate if any of the following statements are true regarding your company's significant suppliers.

True	False	Don't Know	
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138 )
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Significant suppliers use any workers who are prisoners
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Significant Suppliers have had an operational or on-the-job fatality
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Construction or operation of Significant Suppliers involved large scale land acquisition
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Construction or operation of Significant Suppliers involved the construction or refurbishment of dams
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in DQ4.1
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Significant Suppliers exploitatively operate in conflict zones

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## Disclosure Questionnaire: Other Disclosures

DQ6.1 Are there any other sensitive aspects of the business that are necessary to disclose? [Not Weighted]