

Eco-Products, Inc. Assessment (2015-01-13)

Version: Wholesale/Retail Track / 10-49 Employees / Developed Market

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Eco-Products is a wholly-owned subsidiary of Newell Brands. As a wholly-owned subsidiary, the company 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 labelled as such:

Governance

Governance: Mission & Engagement

GV2.1 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. [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.

GV2.2 Does your company have a corporate mission statement, and does it include any of the following? Check all that apply. [Less Weighted]

- No written statement
- A written corporate mission statement that does not include a social or environmental commitment
- A commitment to social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to environmental stewardship and conservation
- A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)

GV2.3 Please type or paste your mission statement here. [Not Weighted]

Our mission: At Eco-Products, we understand the connection between the health of the planet and the impacts of disposable packaging. Every day we work to advance zero waste systems, and help our customers be better stewards of the environment.

GV2.4a Which type of employee training does your company provide regarding its social and environmental mission? Check all that apply: [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

GV2.5a Does the Board of Directors or other governing body review the company's social and environmental performance on at least an annual basis to determine if you are meeting your social or environmental objectives? [Equally Weighted]

- Yes No N/A - No Board of Directors or other governing body

Answer Detail: Company answered this question with regards to Eco-Products closest advising body.

GV2.7 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% 1-24% 25-49% 50-74% 75%+

GV2.8a In the last year, how did the company solicit specific feedback from its stakeholders (excluding employees and investors) regarding the company's social and environmental performance? Check all that apply: [Less Weighted]

- No formal stakeholder engagement
- Annual stakeholder meeting
- Online stakeholder forum (e.g. social media or blogs with public comments enabled)
- Third party or anonymous surveys
- Other (please describe)

GV2.10 Are there key performance indicators (KPIs) or metrics that your company tracks on at least an annual basis 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 studies, customer or household surveys, progress out of poverty index, etc.)

Governance: Governance

GV3.1a Beyond the management team, does the company have the following governance structures in place? [Less Weighted]

- None (Owner/Manager governed)
- Advisory Board
- Board of Directors/Governing Body

GV3.2a Which of the following characteristics does your board or governing body have (check all that apply)? [Heavily Weighted]

- Meets at least twice annually
- Includes at least 1 independent member
- Includes at least 50% independent members
- Oversees executive compensation
- Has an Audit Committee with at least 1 independent member
- Has a Compensation Committee with at least 1 independent member
- Company is a cooperative and elects Board from membership
- None of the above
- N/A - Company has no Board of Directors or other governing body

Answer Detail: Company answered this question with regards to Eco-Products closest advising body.

GV3.3a Does the Board of Directors or other formal governing body include member(s) elected to represent the interests of the following stakeholder groups? Please select all that apply. [Less Weighted]

- Non-executive Employees
- Community
- Environment
- Customers
- None
- N/A - no Board of Directors or other governing body

Governance: Ethics

GV4.1a Does the company maintain any of the following financial controls? Check all that apply. [Equally Weighted]

- None
- Segregation of Accounts Receivable and Accounts Payable duties
- Segregation of check writing and check signing privileges
- Limited access to accounting software systems to appropriate personnel
- Limited access to credit/ATM cards to appropriate personnel
- Inventory management system with routine management or third-party reviews
- 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

GV4.2 Is there a written whistleblower policy for workers to raise complaints / issues without fear of reprisal? [Less Weighted]

- Yes No

Governance: Transparency

GV5.1a Does the company produce financials that are verified annually by an independent source through an Audit or Review? [Equally Weighted]

- No
- Yes, through a review
- Yes, through an audit

GV5.2a Does the company have a formal process to share financial information (except salary info) with its full-time employees? [Equally Weighted]

- No
- Yes - the company shares basic revenue/cost numbers 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 an Open Book Management process
- In addition, company has an intentional education program around shared financials

GV5.3a Do all full-time employees have access to written information that identifies all material owners and investors of the company? [Equally Weighted]

- Yes No

GV5.5a Does the company produce a public-facing annual report on its mission-related performance? If yes, does this report include the following? [Equally Weighted]

- None - My company does not produce a public-facing mission-related annual report
- Clear statements of your mission, its goals, and values
- Clear descriptions of your mission-related activities
- Quantifiable targets related to your mission
- Quantifiable results from your mission (e.g., lbs of carbon offset)
- Consistent variables of measurement which allow comparisons to previous years
- Third-party validation of any part of your company's mission performance

GV5.6 Is your product or service covered by a written consumer warranty or client protection policy? [Less Weighted]

- Yes No

GV5.7 Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints? [Less Weighted]

No

Yes, there is a mechanism for feedback to be sent privately to company

Yes, there is a mechanism where feedback is made transparent to the public

Governance: Governance Metrics

GV1.1 On what date did your last fiscal year end? [Not Weighted]

12/31/2015

GV1.2 Reporting currency [Not Weighted]

US Dollar - USD

GV5.3 Total Earned Revenue

From the last fiscal year

From the fiscal year before last

GV5.4 EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the fiscal year before last

GV5.5 Net Income

From the last fiscal year

From the fiscal year before last

Workers

Workers: Worker Metrics

WR1.1 This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your salaried or hourly workers: Are more than 50% of the workers paid on an hourly basis? [Not Weighted]

Yes No

WR1.2 Number of Total Full-Time Workers

Current Total Full-Time Workers 49.00

Total Full-Time Workers 12 months ago 54.00

WR1.3 Number of Total Part-Time Workers

Current Total Part-Time Workers 1.00

Total Part-Time Workers 12 months ago 2.00

WR1.4 Number of Total Temporary Workers

Current Total Temporary Workers 1.00

Total Temporary Workers 12 months ago 0.00

WR1.7 Select from the list below any compensation structures used to pay employees. [Not Weighted]

Annual Salary

Hourly Salary

Performance / Project based Contract (i.e. Independent Contractor)

Tips + Hourly Wage

Commission + Base Salary

Tips / Commissions / Bonuses that account for >80% of income

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)? Please exclude students and interns in this calculation. [Not Weighted]

WR2.5 What % above living wage did your lowest-paid full-time, part-time, temporary workers and independent contractors (excluding interns) receive during the last fiscal year? If workers are paid at or below living wage, select 0%. [Equally Weighted]

- 0% 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 past 2 years, how does your company's compensation structure (excluding executive management) compare with the market? [Equally Weighted]

- Have not referenced a compensation survey
 Below market
 At market
 Above market

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

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

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

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

Workers: Compensation & Wages (Salaried)

WR2.8a What was the average % increase in wage/salary (per capita) paid to non-executive workers in the last fiscal year? [Equally Weighted]

- 0-2% 3-5% 6-15% >15% N/A - No workers last year

WR2.11a 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. [Equally Weighted]

- No bonus payout, or no bonus plan <1% 1-5% 6-15% >15%

Workers: Worker Benefits

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

- Co-insurance 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
- None of the above

WR3.2a What % of full-time workers take advantage of the health care plan offered by company? [Equally Weighted]

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

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

- No benefits beyond what is provided under national law
- 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/flex-time employees

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

- Company does not have an active health insurance plan
- 0%
- 1-39%
- 40-59%
- 60-79%
- 80%+
- N/A - No part-time workers

WR3.6a Is there an Employee Retirement Plan, e.g., Pension, Profit Sharing, 401(k), available for all tenured workers (tenured as defined as with the company for 1+ years for salaried workers and 1,000+ hours for hourly workers) that is: [Equally Weighted]

- No retirement plan
- Unfunded
- Partially funded/partial match
- Fully funded/full match
- Plan includes Socially-Responsible Investing option
- Government-sponsored retirement plan

WR3.12 What additional benefits are offered to full-time tenured workers (tenured defined as with the company for 1+ years or life of the company)? [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: Vision, Voluntary Life Insurance

Workers: Worker Benefits (Salaried)

WR3.7a What is the minimum number of paid days off (including holidays) provided annually to full-time tenured workers (defined as those with the company for 1+ years or life of company)? [Equally Weighted]

- 0-15 work days
- 16-20 work days
- 21-25 work days
- 26-30 work days
- >30 work days

WR3.8a What is the minimum number of days of paid maternity leave offered to salaried workers? Only include leave that is equivalent to 100% post-tax salary, either paid by your company, insurance or government programs. Include in your calculation leave that is required by government and any additional leave that is provided by your company. [Equally Weighted]

- None
- 1-29 days
- 30-59 days
- 60-89 days
- 90-119 days
- 120+ days

WR3.9 What is the minimum number of days of paid paternity leave offered to full-time tenured workers (tenured defined as with the company for 1+ years or life of the company)? This only includes leave that is 100% paid, either by your company or by government programs. [Less Weighted]

- None
- 1-10 work days
- 11-25 work days
- 26+ work days

Workers: Training & Education

WR4.1a What % of positions above entry level have been filled with internal candidates in the last 12 months? (Exclude material owners in your calculation) [Equally Weighted]

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

Workers: Training & Education (Salaried)

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

- | 0% | 1-24% | 25-49% | 50-74% | 75%+ | Don't know | |
|-----------------------|----------------------------------|-----------------------|-----------------------|----------------------------------|-----------------------|---|
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Skills-based training to advance core job responsibilities |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers) |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Training on life skills for personal development (i.e. literacy, personal financial planning, etc.) |

WR4.3a What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities (paid for in advance, reimbursed or subsidized by the company) in the past fiscal year? [Equally Weighted]

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

WR4.4 What % of full-time workers received advancement or reimbursement for continuing education opportunities (e.g. GED, college credits, industry-recognized accreditation, etc.) in the last fiscal year? Please only include opportunities that are at least \$1,500 in value or last for 3 or more months in time value. [Equally Weighted]

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

Workers: Worker Ownership

WR5.1 What % of all full-time employees (including founders and executives) own stocks, stock equivalents and stock options, or participate 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. [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)? Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit. [Equally Weighted]

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

WR5.4 What % of the company is owned by full-time workers (excluding founders/executives)? Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit. [Heavily Weighted]

0% 1-4% 5-24% 25-49% 50+% N/A

Workers: Management & Worker Communication

WR6.1 Is there an established, formal, consistent process for providing performance feedback to all tenured employees which? Please check all that apply. [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 the following information? [Less Weighted]

- No written employee handbook
- A non-discrimination statement
- 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

WR6.5 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 does your company's termination policy require (except in situations requiring immediate dismissal / with cause)? [Equally Weighted]

- No written notice required
- Written notice of worker performance only
- Written notice of worker performance and a stated probationary period

Workers: Management & Worker Communication (Salaried)

WR6.4a What is the average tenure of your current workforce? [Equally Weighted]

- <12 months 1-3 years 3-5 years >5 years

Workers: Job Flexibility/Corporate Culture (Salaried)

WR7.2a Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers? Please check all that apply. [Equally Weighted]

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

WR7.3 Do company policies, in writing and in practice, support any of the following flexible workplace practices in the past 12 months? Please check all that apply. [Equally Weighted]

- We have managers or executives who work part-time or in a job-share
 We have managers or executives who telecommute
 We hire new people into permanent positions that are telecommuting
 We hire new people into permanent positions that are part-time or job-share
 We have transitioned staff into part-time, job-share, or telecommuting positions
 Other (please describe)
 None of the above

Other: Flexible work arrangements are subject to manager discretion on a case by case basis

WR7.4a Which of the following supplementary benefits are offered to employees? Please check all that apply. [Heavily Weighted]

- Onsite childcare
 Offsite subsidized childcare
 Health & wellness program
 Counseling services
 Other (please describe)
 None

Other: Travel MedX benefit

WR7.6a Are career development and promotion policies and practices available? Please choose all that apply. [Less Weighted]

- Employees who seek to take a short-term leave/sabbatical with his/her job guaranteed upon return
 Employees who seek to take a long-term leave/sabbatical where efforts will be made to find a place for him/her upon return
 Employees who desire to make lateral moves or change career direction or pace
 None of the above

Workers: Occupational Health & Safety

WR8.1 Are written policies and practices in place to minimize on-the-job employee accidents and injuries? [Equally Weighted]

Yes No

WR8.2 Are injury/accident/lost days/absentee days measured and transparent? [Equally Weighted]

Yes No

WR8.3 Do you have a worker health and safety committee that helps monitor and advise on occupational health and safety programs? [Equally Weighted]

Yes No

Community

Community: Job Creation

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

Last 12 months: 3.00

Prior 12 months: 1.00

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

0% (Has not grown on a net basis) 1-14% 15-24% 25%+

CM2.3 Number of full-time and part-time workers that departed/left the company during the last 12 months. Enter 0 if None. Select N/A only if there are no workers. [Not Weighted]

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

>10% 5-10% 2.5-4.9% 0-2.4%

CM2.5 What % of workers (including full-time and part-time and temporary workers) belong to the following groups?

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

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

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

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

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

Community: Diversity

CM3.1 Number of total full-time and part-time female employees. Enter 0 if None. Select N/A only if there are no workers. [Not Weighted]

25.00

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

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

Answer Detail: Based on shareholders of corporate parent who are women or are members of underrepresented communities; no verifiable data quantifying aggregate ownership from such communities exists.

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 other governing body are women or individuals from other underrepresented populations? [Equally Weighted]

0%	1-9%	10-24%	25-49%	50%+	Don't know	N/A
<input checked="" type="radio"/>	<input type="radio"/>					

Answer Detail: Company answered this question with regards to Eco-Products closest advising body.

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

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

Answer Detail: Company answered this question with regards to Eco-Products closest advising body.

CM3.9 Does the % of ethnic minorities employed in your company equal or exceed the % of ethnic minorities in your metro area (based on census or other government demographic data)? [Equally Weighted]

Yes
 No
 N/A - No ethnic data available in metro area with company operations

CM3.10 What is the ratio of average compensation of women versus men in managerial and non-managerial roles in the company?

<input type="radio"/> <0.8 (0 - 0.79)	<input type="radio"/> 0.8+ (0.8 - 0.94)	<input type="radio"/> 0.95+	<input type="radio"/> Don't know	<input type="radio"/> N/A - Only one gender represented	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Managers
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-managers

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

Community: Civic Engagement & Giving

CM4.1b Does your company have the following charitable giving practices implemented in practice or written in policy? [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

- CM4.2a Are full-time employees granted in writing any of the following paid or non-paid time-off hours options for volunteer service? [Equally Weighted]
- Non-paid time off
 - Paid time off
 - 20 hours or more a year of paid time off
 - Do not offer paid or non-paid time off
- CM4.3 What % of employees took paid time off for volunteer service last year? [Equally Weighted]
- 0%
 - 1-24%
 - 25-49%
 - 50-75%
 - >75%
 - Don't know
- CM4.4 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. This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities. [Not Weighted]
- 212.50
- CM4.6b What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? Calculate using a 2000-hour work year: Total Hours Donated / (# FTE * 2000 hours) [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 for charitable-giving purposes during the last fiscal year. Report with the currency specified in GV1.2 for this metric. [Not Weighted]

CM4.8b What was the % of profits or sales that your company gave to charity during the last fiscal year? Please select the lesser of % of profits or % of sales that the company donated in each answer bucket. Please include tax deductible in-kind donations but do not include pro bono time. [Most Heavily Weighted]

- 0%
- 1-9% of profits or <1% of sales
- 10-19% of profits or 1-1.9% of sales
- 20-49% of profits or 2-4.9% of sales
- 50%+ of profits or 5%+ of sales
- 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
- Company provides or pays for training for workers to serve in external leadership positions (e.g. nonprofit Board of Directors)
- Other innovative engagement practices (please describe)
- None of the above

CM4.11a Indicate whether your company has worked and advocated for specific positive institutional, industry or regulatory reforms in the past two years at any of the following levels? [Equally Weighted]

- Private, within the industry
- Local
- Municipal
- State/Provincial
- National
- International
- None of the above

Community: Local Involvement

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

CM5.2a Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce? [Equally Weighted]

- Yes No Don't know

CM5.4a What % of the following are spent with local independent suppliers located within 200 miles (or 322 km) of where the end product is used?

- 0% 1-19% 20-39% 40-59% 60%+ Don't know
- Cost of Goods Sold (excluding labor)

CM5.6a What % of your company's Cost of Goods Sold (including value adding activities) was spent within country of operations, from in-country registered companies or national citizens? [Equally Weighted]

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

CM5.7 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
- Preference at each facility to purchase from local suppliers
- Ready-to-use lists of preferred local suppliers/vendors for specific facilities
- Preference for hiring and recruiting local managers
- Incentives for staff to live within 20 miles of local company facility
- Other (please describe)

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

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

Community: Suppliers, Distributors & Product

CM6.1 Tell us about your Significant Suppliers - what type of business(es) are they and approximately how many do you source goods & services from? [Not Weighted]

CM6.2 This question determines the set of supplier-focused questions your company will respond to: 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 specific negative practices (e.g. no child labor, no negative environmental impacts)
- Screened for positive practices (environmentally-friendly manufacturing process; excellent labor practices, etc)

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

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

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

- Less than 12 months
- 13-36 months
- 37-60 months
- 61 months or more
- Don't know

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

Yes No

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%

CM6.16a Does the company have any of the following independent contractor communication channels? [Equally Weighted]

- Formal routine process to provide independent contractors post-project or post-contract performance feedback
- Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- None of the above
- N/A - No independent contractors used

CM6.21 What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers with a 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)? For service providers, what % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist. [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 (PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc.) to manage quality assurance issues? [Equally Weighted]

Yes No

Environment

Environment: Land, Office, Plant

EN2.2a What % of company facilities (by square feet, both owned by company or leased) are LEED certified, satisfy the requirements of the Living Building Challenge, or other accredited green building programs? Select N/A if your company utilizes virtual office. [Equally Weighted]

- <20% 20-49% 50-79% 80%+ N/A

EN2.4 Does the company have a company-wide recovery and recycling program that includes the following? [Equally Weighted]

- Paper
 Cardboard
 Plastic
 Glass & metal
 Composting
 None of the above

EN2.10 Does your company measure and manage the following environmental inputs and outputs in a context-based manner? [Equally Weighted]

- Water
 Solid waste
 Greenhouse gas (GHG)
 None of the above

EN2.11b Has your company integrated the principles of environmental considerations into the design of products and services? (See help text for a more formal definition and examples of Design for the Environment, DFE.) [Equally Weighted]

- Yes No

EN2.12 Which of the following chemical reduction methods have been implemented at the majority of your corporate facilities on a consistent basis? [Equally Weighted]

- Non-toxic janitorial products
- Unbleached / chlorine free paper products
- Soy-based inks or other low VOC inks
- Organic or sustainable kitchen products
- Other (please describe)
- None of the above

EN2.16 What of the following recycled/sustainable input materials products are purchased for the majority of office use? [Equally Weighted]

- Recycled/sustainable input office supplies (paper, pens, notebooks, etc.)
- Reclaimed/reused office furniture
- Reusable/compostable catering supplies
- Other (please specify)
- None of the above

EN2.17 What % of your company's printed materials use recycled paper content, FSC certified paper, or soy-based inks? Select N/A if your company does not have any printed materials or have achieved a paperless office. [Equally Weighted]

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

EN2.18 Does your company have a formal program or policy in place to reduce the environmental footprint caused by commuting? Examples include use of public transportation, carpooling, biking, virtual office, telecommuting, etc. [Equally Weighted]

- Yes No

EN2.19 Has the company implemented written policies that reduce corporate travel, thereby lowering its carbon footprint? [Equally Weighted]

- Yes, company has written policy limiting corporate travel
- Yes, company uses web/virtual meeting technology or other strategies to reduce in-person meetings
- No, company does not have any of the above travel policies or practices
- N/A - Company does not engage in any business-related travel

EN2.22a 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. [Equally Weighted]

- Energy efficiency improvements
- Water efficiency improvements
- Waste reduction programs (including recycling)
- None of the above
- N/A

Environment: Inputs

EN3.1 Does your company monitor, record and/or report its usage of energy and 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 usage and have met specific reduction targets during the last fiscal year	We do not currently monitor and record our usage
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Energy:
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Water:

EN3.2 Total company energy use (kWh) during the last 12 months [Not Weighted]
145,083.00

EN3.3 Total energy used from renewable resources (kWh) during the last 12 months [Not Weighted]
55,941.00

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

690,807.00

EN3.5 What % of energy use has been saved due to conservation and efficiency improvements for your corporate facilities? Please refer to electricity use and other energy consumption from heating, hot water, etc. [Heavily Weighted]

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

EN3.6a What % of energy use (including electricity and other energy consumption from heating, hot water, etc.) is produced from renewable sources? Please include both purchased and onsite-generated renewable energy. [Heavily Weighted]

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

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

Yes No Already Maximized (100% renewable)

EN3.8a For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year? [Equally Weighted]

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

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

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

Other (please specify)

None of the above

N/A - We utilize virtual office

Other: New signage encouraging employees to turn off lights and shut doors. Also implementing a "Last Eco-Patriot Standing" effort to ensure at least one person in each section of the office is responsible for shutting down at night.

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

EN3.12 Has your company performed Life Cycle Assessments or had your products' environmental impact certified by a third-party? If so, has it been for: [Equally Weighted]

- At least one product
- Top-selling product(s), or product line(s)
- Multiple products, or product-lines
- All products
- No formal life cycle study, but life cycle considerations taken into materials selection
- No life cycle assessments or certification completed

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%

EN3.16a What is the % of recycled, renewable, biodegradable, or other environmentally preferred materials in product (including packaging)? [Equally Weighted]

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A - Company does not produce a physical product

EN3.17 Has any of your products, including packaging, been source reduced (i.e. reduced the volume or toxicity waste generated through material selection, production process, product design, etc.) in the last fiscal year? [Equally Weighted]

Yes No

Environment: Outputs

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

<p>Company does not currently monitor and record emissions</p>	<p>Company monitors and records emissions (no reduction targets)</p>	<p>Company monitors emissions and has specific reduction targets</p>	<p>Company monitors emissions and has met specific reduction targets during the reporting period</p>	<p>Eliminated emissions of this by-product entirely</p>
--	--	--	--	---



Scopes 1 and 2 greenhouse gas (GHG) emissions

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

3.90

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

5.40

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

Scope 1:	44.00
Scope 2:	82.00
Scope 3:	263.00

EN4.11a What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company? [Heavily Weighted]

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

EN4.12 If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set? [Less Weighted]

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

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 (batteries, paint, electronic equipment, etc.) always disposed of responsibly, in a way that the company can verify? [Equally Weighted]

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

EN4.19a Does the company have in place an active end-of-life product/component reclamation program to increase the useful life of parts and components? [Equally Weighted]

Yes No N/A

Environment: Transportation, Distribution & Suppliers

EN5.1 Has your company adopted any of the following techniques for minimizing the environmental impact of its distribution and supply chain? Check all that apply. [Equally Weighted]

- Utilize clean or low-emission vehicles (including hybrid, LPG, and electric) to transport and distribute product
- Utilize strategic planning software to minimize fuel usage and shipping footprint
- Train drivers/handlers in fuel efficient techniques
- Other
- None
- N/A - Company does not transport its own products

Other: We consolidate shipments whenever possible. For example, if we have 3 shipments going to Michigan but in different cities and they are scheduled to ship on different days, we try to consolidate them into 1 truck and push delivery dates to ship once.

EN5.3 Have you reduced your ton miles (relative to revenues) in the last 12 months, and if so, by how much? [Equally Weighted]

- <10%
- 10%-20%
- 20-50%
- >50%
- N/A
- Don't Know

EN5.4a Does your company do any of the following to track chemicals in the supply chain for the majority of materials? Check all that apply. [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"/>	Energy usage				
<input type="radio"/>	<input checked="" type="radio"/>	Water usage				
<input type="radio"/>	<input checked="" type="radio"/>	Any hazardous or toxic air or water emissions				
<input type="radio"/>	<input checked="" type="radio"/>	Generation/recycling/reduction of solid waste				
<input type="radio"/>	<input checked="" type="radio"/>	Generation/recycling/reduction of hazardous waste				
<input type="radio"/>	<input checked="" 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"/>	Used at least 10% renewable energy at their facilities				
<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 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"/>	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"/>	Responsibly disposed of all hazardous waste generated from production				

Impact Business Models

Impact Business Models: Social Enterprise

IBM1.1 Does your company have any of the following enterprise models? Select from the following socially- and environmentally-focused enterprise models that describe the specific problem your company attempts to solve. Many companies choose "None of the above models apply." If you do select one of the models below, you will be asked a series of follow-up questions in order to receive credit for the model.

Yes No

- Our products or services benefit consumers by providing one of the following: provision of basic services, health care or healthy products; education; support of general knowledge, arts, or cultural heritage; improved economic opportunity or social/economic empowerment; market access through previously unavailable infrastructure; or servicing non-profit organizations and other purpose driven enterprises with fundraising/capital/capacity-building needs.
- Our product or service conserves the environment through the following: Providing or being self-powered by renewable energy or cleaner-burning energy than market alternatives; enhancing energy and/or water efficiency; reducing waste; conserving land or wildlife; reducing toxic/hazardous substances (ie. organic); pollution prevention and remediation methods; measuring, researching, or providing information to solve environmental problems; providing financing and/or lending tied to an environmental mission
- Workers own more than 40% of our company (e.g. a worker cooperative or a company that has significant ownership by non-executive workers)
- Our company is a producer cooperative where owners are supplier members who organize production (e.g. farmer cooperative, artisanal cooperative)
- Our company focuses on alleviating poverty through its supply chain, via 1) sourcing through fair wage certified suppliers or 2) providing technical assistance/capacity building to small-scale suppliers -- individuals or cooperatives/companies with fewer than 50 workers, or 3) guaranteeing future purchases and payments with contracts.
- Our company uses a microfranchising or micro-distribution model that provides income generation opportunities for low-income individuals or individuals from chronically underemployed communities. Microfranchises have on average fewer than 10 workers, are independently owned and operated, and distribute products exclusively for the parent company. Microdistribution is a sales and revenue model that relies on network of individual sellers/retailers for whom the product comprises at least 50% of their total income.
- Our company donates at least 20% of profits or 2% of sales to charity or a non-profit foundation on an annual basis, or is at least 20% owned by a non-profit.
- Our company has targeted and hired more than 10% of total workers from chronically underemployed populations (including but not limited to low income, previously-incarcerated or discriminated individuals) and/or the company extensively trains/invests in these workers.
- Company is specifically designed to focus on or rebuild the local community
- Our production practices are designed to conserve the environment across the company's entire operations (e.g. retrofitting facilities to make them green/energy efficient, changing transportation/distribution to make environmentally efficient, monitoring & reducing water, waste, emissions and energy use)
- None of the above models apply

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 or non-profit)
- 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: Environment P&S Introduction

IBM180.1 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.

Yes No

- Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- Conserves resources (e.g. water recycling systems, energy efficient appliances)
- Reduces waste (e.g. recycling technology/services, products made of recycled or compostable input materials)
- Conserves land or wildlife (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)

IBM20.2 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. [Not Weighted]

Impact Business Models: Waste Reduction

IBM23.1 Tell us more about how your product or service reduces waste output. [Not Weighted]

IBM23.2 Which of the following product or service descriptions apply? [Not Weighted]

- Product/services uses recycled, used, or compostable input materials (e.g. recycled paper; used furniture; compostable bags)
- Product/service directly reduces overall waste (e.g. recycling programs, services, and technologies; composting)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM23.3 What is the % of recycled input materials (by weight or volume) in product or offered through service? [Not Weighted]

94% .

IBM23.4 What is the average % waste reduction achieved by the product or service? [Not Weighted]

Not tracked / unknown

IBM183.5 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh saved/off-set

Metric tons of waste saved from landfill or incineration 12,090,965.00

Liters of water saved/off-set

IBM23.6 What were your total revenues last fiscal year from the above products or services? [Not Weighted]

IBM23.7 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below. [Not Weighted]

98%

IBM23.8 This is a calculated question based on your answer from IBM23.2: Which of the following product or service descriptions apply? And, question IBM23.7: What % of your revenues last fiscal year were related to the above products? [6x]

IBM23.9 What is the unit of measure for reporting the units sold, produced, exported or installed by the company? [Not Weighted]

Other (please describe)

Other: Cases of product

IBM23.10 Amount of the product sold in the last fiscal year. [Not Weighted]

1,610,879.00

IBM23.11 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below. [Not Weighted]

IBM23.12 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature that can be measured. [Least Weighted]

Yes No, not at this time

IBM23.13 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes. [Least Weighted]

- N/A
- There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)
- The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.
- The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g.- randomized controlled trial (RCT) or longitudinal study).
- Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference
- None of the above

IBM23.14 If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved? [Least Weighted]

- Yes No, not at this time N/A

IBM23.15 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, that has been emulated by other organizations? [Not Weighted]

Disclosure Questionnaire

Disclosure Questionnaire: Industries

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

Yes No

- Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements
- Alcohol (excluding beer and wine)
- Commercial logging and logging equipment
- Firearms, weapons or munitions
- Genetically modified organisms
- Fossil fuel-based oil or coal utility
- Ozone depleting substances subject to international phase-out
- Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production
- Pesticides/herbicides subject to international phase-out or bans
- Pharmaceuticals subject to international phase-outs or bans
- Pornography
- Radioactive materials
- Tobacco
- Unbonded asbestos fibers
- Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

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

Disclosure Questionnaire: 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

- Company formally registered in accordance with domestic regulations
- Company has not reduced or minimized taxes through the use of corporate shells or structural means
- Company facilities are not located adjacent to or in sensitive ecosystems
- Company or company supplier does not employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and company keeps personnel records that include evidence of the date of birth of each
- Overtime work for hourly workers is voluntary (not compulsory)
- Company or company suppliers do not use any workers who are prisoners
- Company allows workers to freely associate and to bargain collectively for the terms of one's employment
- No animal testing conducted

Answer Detail: The company is part of a large group of affiliated companies that engage in routine corporate and tax planning for the purpose of promoting tax efficiency within the bounds of applicable law.

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

Disclosure Questionnaire: 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 Don't know

- Company and Significant Suppliers have not had an operational or on-the-job fatality
- Company and Significant Suppliers' sites have not experienced any accidental discharges to air, land or water of hazardous substances
- No construction or operation of company and Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility
- No material recalls due to quality control issues
- No material litigation against the company
- Company has not filed for bankruptcy

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

Disclosure Questionnaire: 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" above, please provide a detailed explanation of the complaint/fine/sanction here. [Not Weighted]