

Colart International Holdings

subsidiary of Lindengruppen, Colart International Holdings As a wholly-owned required make Impact Assessments transparent. Impact its full The PDF contains all completed Assessments that have been reviewed by B Lab with Colart as part of their certification as a B Corporation. All answers reported refer to each of the respective subsidiaries' practices performance except topics managed at Corporate level (i.e. Colart). In those cases, Corporate answers have been reported in the respective wholly-owned subsidiaries' Assessments having made sure that they are fully implemented at Colart. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox.

Sensitive

To learn about the scoring methodology, see "Aggregated Scoring Methodology"

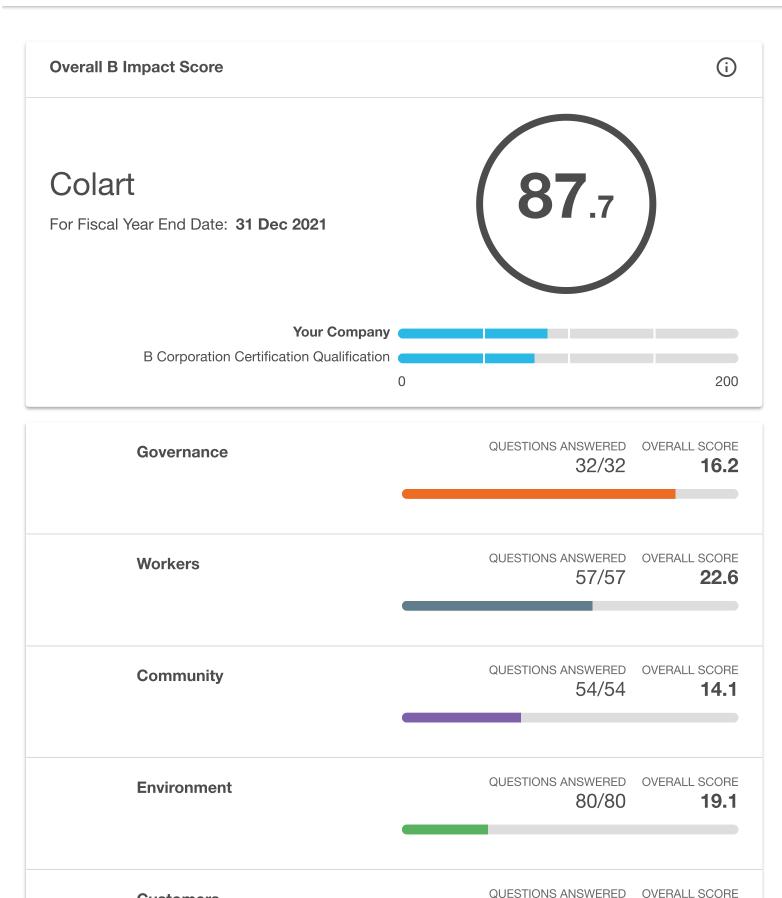


Table of Contents 2023 Colart International Holdings B Impact Assessments

BIA #1: UK & US	
Colart Impact Report	3
Full Assessment	5
BIA #2: Europe	
Colart Franc Impact Report	108
Full Assessment	
BIA #3: China & Japan	
Colart Chi a Impact Report	212
Full Assessment	



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Colart

SCORE COMPLETION VERSION NAME SECTOR COMPANY SIZE

87.7 100% 6 Active Assessment Manufacturing 250-999

OPERATIONS

Mission & Engagement

3.2

Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes. Ocreating positive social or environmental impact is not a focus for our business OWe occasionally think about the social and environmental impact of some aspects of our business, but not frequently. We frequently consider our social and environmental impact, but it isn't a high priority in decision-making. We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business. O We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability. Points Available: 0.00 Mission Statement Characteristics Does your company's formal, written corporate mission statement include any of the following? A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply. No social or environmental commitment A general commitment to social or environmental responsibility (e.g. to conserve the environment) A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development) A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products) A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers) We have no written mission statement Points Earned: 0.13 of 0.25

Mission Statement

Please share the text of your formal mission statement here.

To be a sustainable home of leading creative brands

Points Available: 0.00

Social and Environmental Decision-Making

How does your company integrate social and environmental performance into decision-making? Your answers determine which future questions in the assessment are applicable to your company. Employee training that includes social or environmental issues material to our company or its mission Manager roles with job descriptions that explicitly incorporate social and environmental performance Performance reviews that formally incorporate social and environmental issues Compensation and job descriptions of executive team members that include social and environmental performance Board of Directors review of social and environmental performance We measure our externalities in monetary terms and incorporate them into our financial balances Other - please describe None of the above Points Earned: 0.40 of 0.50 Managers with Responsibilities to Mission What percentage of full-time managers have social or environmental mission-related responsibilities or expectations in their job descriptions? 00% 01-49% 050-99% 0 100% Points Earned: 0.50 of 0.50 **Social and Environmental Management Reviews** What percentage of full-time managers had a formal written performance evaluation in the last year that 0

included social or environmental goals?

01-49% 050-99% 0 100%

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

☐ None

☑ Our CEO or President
☑ Senior managers reporting to the CEO or President

Points Earned: 0.50 of 0.50

Board Review of Social or Environmental Performance

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

No, our Board doesn't review that
 Yes, the Board receives a general update on the company's social or environmental performance
 Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
 N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.50 of 0.50

Stakeholder Engagement

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

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

Management of Material Social and Environmental Issues

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

✓ W	e track impact	metrics th	nat we've	e chosen	based on	company	mission (or executive.	decision

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

Points Earned: 0.48 of 0.50

Identification of Material Issues

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

Packaging, Wellbeing, Carbon Footprint, Quality, Innovation, Digital, Regulatory

Points Available: 0.00

Ethics & Transparency

OPERATIONS

5.5

Governance Structures

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

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

Governing Body Characteristics Which of the following apply to your company's Board of Directors? Please check all that apply. Meets at least twice annually ☐ Meets at least quarterly ✓ Includes at least one independent member Includes at least 50% independent members ✓ Oversees executive compensation Has an Audit Committee with at least one independent member Has a Compensation Committee with at least one independent member Company is a cooperative and elects Board from membership ☐ None of the above N/A - no Board of Directors Points Earned: 0.35 of 0.46 **Governing Body Stakeholder Representation** Does your company's Board of Directors have voting seats representing: Select all that apply. Executive employees ☐ Non-executive employees Community expertise (e.g. local university representative) Environmental expertise (e.g. environmental nonprofits) Customers None of the above N/A - no Board of Directors Points Available: 0.23 **Conflict of Interest Questionnaire** Do all Board members and officers complete an annual conflict of interest questionnaire?

YesNoN/A - No Board of Directors or equivalent

Code of Ethics What is required by your company's Code of Ethics? Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships Public disclosure of financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations, and advocacy groups Other - please describe None of the above N/A - No Code of Ethics Points Earned: 0.31 of 0.46 Instruction on Code of Ethics How does your company instruct employees regarding your Code of Ethics on behavioral expectations,

bribery, and corruption?

Please check all that apply.

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

Points Earned: 0.46 of 0.46

Breached Code of Ethics Breachment Policy

In cases where there are material breaches to your company's Code of Ethics, what actions are formally outlined for your company?

☑ Breaches, including case details, are reported to Board of Directors
☐ Breaches, including case details, are reported publicly
✓ Reported breaches are investigated promptly via independent party
✓ 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 case
Other - please describe
☐ None of the above
□ N/A - No Business Code of Conduct

Anti-Corruption Practices
Which of the following anti-corruption reporting and prevention systems are in place?
✓ Written employee whistle-blowing policy with confidentiality policy
✓ Circulation of whistle-blowing policy to all employees and business partners
Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
✓ Annual training on the anti-corruption system
✓ Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
✓ Anonymous mechanisms to report concerns and grievances
✓ Individual or department oversight with direct access to Board of Directors
☐ We take part of a collective action/coalition with governments, community-based organizations, NGOs and other businesses to ac
against corruption
Other - please describe
☐ None of the above
Points Earned: 0.46 of 0.46
Monitoring Ethics and Corruption
Does your company do any of the following with regard to monitoring and reporting on your anti-
corruption programme?
✓ Responsibility for the monitoring has been clearly assigned and resources have been made available
Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
✓ The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
✓ External independent assurance is conducted to provide further security to management and stakeholders regarding the
effectiveness of the anti-corruption programme
☑ Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders
(workshops, CEO announcement, newsletter)
☐ None of the above
Points Earned: 0.46 of 0.46
Audited Financials
Does the company produce financials that are audited annually by an internationally accredited Certifie
Public Accountant (CPA)?
○ No

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

✓ 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, with any identified internal control deficiencies communicated to Board of
Directors and senior management
Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all
documented in writing
☑ Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable,
accounts payable, and inventory management
☐ None of the above
Points Earned: 0.46 of 0.46

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.46 of 0.46

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Impact Reporting

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

✓ We provide descriptions of our social and environmental programs and performance
✓ We voluntarily share social or environmental performance scorecards
Specific quantifiable social or environmental indicators or outcomes are made public
✓ We set public targets and share progress to those targets
✓ We present information in a formal report that allows comparison to previous time periods
☐ Reporting information / structure is based on a comprehensive third party standard (ex. GRI or B Impact Assessment)
A third party has validated / assured the accuracy of the information reported
✓ Impact reporting is integrated with financial reporting

Points Earned: 0.46 of 0.46

Governance Metrics

OPERATIONS

0.0

This section asks for your company to provide important financial information that will be referenced later in the assessment.

Last Fiscal Year

On what date did your last fiscal year end?

If your company has not yet completed its first fiscal year, please put your anticipated fiscal year end date.

On what date did your last fiscal year end? 31 Dec 2021

We don't report publicly on social or environmental performance

Points Available: 0.00

Reporting Currency

Select your reporting currency

OBritish Pound - GBP

Points Available: 0.00

Revenue Year Before Last Total Earned Revenue From the fiscal year before last If your company has not yet completed its first fiscal year, please put \$0 Sensitive ☐ We do not track this Points Available: 0.00 **Revenue Last Year** Total Earned Revenue From the last fiscal year This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put \$0 From the last fiscal year **Sensitive** We do not track this Points Available: 0.00 **Net Income Last Year** Net Income From the last fiscal year If your company has not yet completed its first fiscal year, please put \$0 From the last fiscal year Sensitive We do not track this Points Available: 0.00 **Net Income Year Before Last** Net Income From the fiscal year before last From the fiscal year before last **Sensitive** ☐ We do not track this

Points Available: 0.00

IMPACT BUSINESS MODELS

Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership

Mission Lock

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

This question is related to the legal requirement for Certified B Corps. Click "Learn" for more information and resources about this requirement.

OSigned a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders (e.g.
signed B Corp Agreement)
O Adopted a specific legal entity or governance structure that preserves mission over time, but does not require consideration of all
stakeholders in its decision-making (e.g. cooperative)
O As a company wholly owned by another company that has not done so, amended corporate governing documents or adopted a
legal entity that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal
amendment)
O As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity that requires
consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal amendment)

Points Farned: 7.50 of 10.00

O None of the above

Workers

Workers Impact Area Introduction

OPERATIONS

0.0

This section identifies who should be considered a "worker" in the B Impact Assessment and reports your worker-related metrics. It also identifies whether your company is designed to deliver a specific, material, positive impact for its workers, and if so, opens the Worker Impact Business Model section that is most applicable.

Majority Hourly vs. Salaried Workers

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

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact.

Fixed Salary

O Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

Your answers determine which future questions in the assessment are applicable to your company.
✓ Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
Ses, we hire individual independent contractors who are contracted to work 20+ hours per week for the company indefinitely, or for
longer than a 6 month period
While we utilize independent contractors, they do not work for us greater than 20 hours per week for longer than a 6 month period
☐ None of the above
Points Available: 0.00
Workers Impact Business Model Introduction
Is your company structured to benefit its employees in either of the following ways?
Your answers determine which future questions in the assessment are applicable to your company.
Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies,
cooperatives)
Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development
programs)
✓ None of the above
Points Available: 0.00
of Full Time Workers
Number of Total Full-Time Workers
Current Total Full-Time Workers
Please click "Learn More" to understand how to answer this question.
Current Total Full-Time Workers 356
☐ We do not track this
Points Available: 0.00

of Full Time Workers Last Year Number of Total Full-Time Workers Total full-time workers twelve months ago Please click "Learn More" to understand how to answer this question. Total full-time workers twelve months ago 339 ☐ We do not track this Points Available: 0.00 # of Part Time Workers Number of Total Part-Time Workers **Current Total Part-Time Workers** Please click "Learn More" to understand how to answer this question. Current Total Part-Time Workers 35 We do not track this Points Available: 0.00 # of Part Time Workers Last Year Number of Total Part-Time Workers Total part-time workers twelve months ago Please click "Learn More" to understand how to answer this question. Total part-time workers twelve months ago 26 We do not track this Points Available: 0.00 # of Temporary Workers Number of Total Temporary Workers **Current Total Temporary Workers** Please click "Learn More" to understand how to answer this guestion. Current Total Temporary Workers 37 ☐ We do not track this Points Available: 0.00

of Temporary Workers Last Year Number of Total Temporary Workers Total temporary workers twelve months ago Please click "Learn More" to understand how to answer this question. Total temporary workers twelve months ago 38 ☐ We do not track this Points Available: 0.00 **OPERATIONS Financial Security** 5.4 **Lowest Paid Wage** What is the company's lowest wage as calculated on an hourly basis? Please exclude students and interns in this calculation. **Sensitive** What is the company's lowest wage as calculated on an hourly basis? We do not track this Points Available: 0.00 % of Employees Paid Individual Living Wage What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual? Please exclude students and interns in this calculation. O <75% 75-89% 090-99% 0 100% O N/A

Points Earned: 1.26 of 2.52

% of Employees Paid Family Living Wage

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

a living wage for a family?	
Please exclude students and interns in this calculation.	
○<75%	
0 75-89%	
○ 90-99%	

Points Earned: 0.84 of 2.52

○ 100% ○ N/A

% Above the Minimum Wage

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

Sensitive

Initiatives To Increase Wages and Benefits

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

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

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

Points Available: 1.26

Compensation Policies and Practices

Compensation Policies and Practices
Does your company offer any of the following additional financial benefits to non-executive workers?
Your answers determine which future questions in the assessment are applicable to your company.
✓ Cost of living adjustments that match inflation rates of the country
✓ Bonuses or profit-sharing
Employee ownership opportunities
None of the above
Points Earned: 0.84 of 1.26
Employees Receiving a Bonus
What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?
O ₀ %
O 1-24%
© 25-49%
O 50-74%
O 75-99%
O 100%
○ N/A
Points Earned: 0.31 of 1.26
Significance of Bonuses
What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?
O No bonus payout, or no bonus plan
○ 5% or less
● 5-10%
O 10-15%
O 15-20%
○ >20%

Points Earned: 0.47 of 1.26

 \bigcirc Bonuses were paid to non-executive workers, despite the company not earning a profit

% Participation in Employee Ownership

✓ Plan that specifically includes Socially-Responsible Investing option

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

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.
● 0%
O 1-24%
O 25-49%
O 50-74%
O 75-99%
O 100%
O N/A
Points Available: 1.26
Retirement Programs
Do employees have access to any of the following savings programs for retirement?
Government-sponsored pension or superannuation plans
✓ Private Pension or Provident Funds

Points Earned: 1.26 of 1.26

None of the above

Financial Services for Employees

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

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

Points Earned: 0.47 of 0.63

Health, Wellness, & Safety

OPERATIONS

8.8

Government Provision Of Healthcare

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

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

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

O <75%

O 75-84%

085-94%

95%+

Supplementary Health Benefits

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

Only select benefits the company pays the majority of costs to all full-time tenured workers. Select Other if the company covers less than 50% of the expenses for the benefits listed or other benefits offered.

Disability coverage or accident insurance

✓ Life insurance

Private dental insurance

✓ Private supplemental health insurance

✓ Other - please describe

None of the above

Points Earned: 0.95 of 0.95

Supplementary Health Benefits Eligibility for Part-Time Workers

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

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment

✓ Part-time workers are eligible to participate at time of hire

Part-time workers are only eligible if they work more than 20 hours a week

✓ Part-time workers are eligible even if they work less than 20 hours a week

We do not offer supplementary health benefits to part-time workers

N/A - We don't have part-time employees

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

☑ We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps
programs)
We offer 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)
Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or
Employee Assistance Programs
✓ We have policies and programs in place to prevent ergonomic-related injuries in the workspace
✓ Over 25% of workers have completed a health risk assessment in the last twelve months
☐ Management receives reports on aggregate participation in worker wellness programs
Other - please describe
Company does not offer any formal health and wellness initiatives
Points Earned: 0.95 of 0.95
Worksite Characteristics
Vhat safety processes are in place at all of your company worksites?
At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
✓ Results of hazard analyses or routine activities are documented

✓ Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are

Points Earned: 0.95 of 0.95

None of the above

Workers have written permission to shut down unsafe processes

implemented

Management Commitment to Health and Safety

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites. We have a written safety and health policy to minimize on-the-job employee accidents and injuries Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, resource allocation, audits, etc. Safety and health concerns are communicated through regular safety and health trainings ✓ We have specific safety and health program goals and objectives, with specific indicators to measure progress Senior management addresses safety issues through written communications or in company gatherings at least quarterly We have a formal safety reporting system for employees to submit their safety concerns Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors We participate 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 Points Earned: 0.95 of 0.95 **Health and Safety Audit Practices** Your company's practices related to inspections and audits include: Select those that apply to all company worksites. A written procedure for performing safety and health inspections ✓ Routine safety and health inspections at least quarterly ☑ Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis, employee concerns, sampling results from inspections) ✓ Documentation of results of the routine inspections

✓ Inspection reports that clearly indicate what needs to be corrected, with documented accountability for closure

N/A - No manufacturing or wholesale facilities

None of the above

Tracking Hazards

When eliminating and tracking hazards, your company:
Select those that apply to all company worksites.
Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and finally Personal Protective Equipment)
Regularly assesses use of Personal Protective Equipment (PPE)
✓ Conducts follow-up studies to ensure that hazard controls are adequate
✓ Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
□ None of the above
Points Earned: 0.95 of 0.95
Controlling Worker Exposure to Hazardous Material
How has your company assessed and managed worker exposure to hazardous materials?
Assessment indicates some exposure, but we have taken no action to date
 Assessment indicates some exposure, and we have implemented a mitigation and control strategy
O Assessment indicates no exposure
O We have not conducted an assessment
Points Earned: 0.32 of 0.48
Indoor Air Quality Audits
What is included in your company's annual indoor air quality audit of all company facilities?
Select all options that apply.
☐ No smoking within 25 feet of building entrances
☐ Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
☐ Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
☐ Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
☐ Written IAQ complaint response policy
✓ None of the above
Points Available: 0.95

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.
A standardized third-party safety management system (e.g. ISO 18001, BS 8800)
A safety position, safety committee, or safety program representative who reports to a 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
✓ Transparency of injury or illness trends and trend data to all workers
An annual evaluation of the safety and health system that includes senior management in the evaluation
An employee safety recognition program
Regular Safety Perception Surveys to engage with workers
☐ None of the above

Points Earned: 0.95 of 0.95

Career Development

OPERATIONS

2.1

Professional Development Policies and Practices

Does your company provide any of the following training opportunities to workers for professional development?

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

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

Amount of Training for New Hires What was the average amount of training that a newly hired worker received in the past twelve months? Use average of both full-time and part-time employees. No training On-the-job training (one day to one week) On-the-job training (one week to one month) Apprenticeship or technical training (over one month) N/A - No new hires during the last 12 months Points Earned: 0.27 of 0.41

Paid Professional Development Days

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

O 0 days

1-4 days

O 5-9 days

O 10+ days

O No formal policy

Points Earned: 0.14 of 0.41

Management Training

What management training and coaching do new and existing managers regularly receive?

Check all that apply.

Providing ongoing praise and corrective feedback

Conflict negotiation and resolution

Group dynamics and optimal team functioning

✓ Performance evaluation systems

✓ Other - please describe

☐ None of the above

Employee Review Process

Points Earned: 0.14 of 0.41

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

Check all that apply.
✓ Process has a regular schedule and is conducted at least annually
Peer and subordinate input
☐ Written guidance for career development
☐ Social and environmental goals
Clearly-identified and achievable goals
A 360-degree feedback process
✓ All tenured employees receive feedback
☐ None of the above
Points Earned: 0.33 of 0.82
Points Earned: 0.33 of 0.82 Internal Promotions
Internal Promotions
Internal Promotions What percentage of employees has been internally promoted within the last 12 months?
Internal Promotions What percentage of employees has been internally promoted within the last 12 months? Exclude material owners in your calculation.
Internal Promotions What percentage of employees has been internally promoted within the last 12 months? Exclude material owners in your calculation.

Intern Hiring Practices

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

Career Development (Salaried)

Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a
living wage."
☐ We have a formalized policy or program outlining the objectives of internships or internship programs for participants
✓ We partner with education institutions to provide internship opportunities or work-study programs
✓ We pay interns a living wage
✓ Our interns receive formal performance reviews
✓ Our interns have a formal opportunity to provide feedback on experience
☐ We have hired interns on as full-time permanent employees in the past two years
☐ Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school
☐ None of the above
□ N/A - Our company does not employ interns
Points Earned: 0.41 of 0.41
Points Earned: 0.41 of 0.41 End of Employment Support
End of Employment Support
End of Employment Support What are your formal company policies regarding employee termination and layoffs?
End of Employment Support What are your formal company policies regarding employee termination and layoffs? We have a policy to provide written notice of employee performance prior to termination
End of Employment Support What are your formal company policies regarding employee termination and layoffs? We have a policy to provide written notice of employee performance prior to termination We have a policy to provide performance improvement plans or stated corrective time periods prior to termination
End of Employment Support What are your formal company policies regarding employee termination and layoffs? We have a policy to provide written notice of employee performance prior to termination We have a policy to provide performance improvement plans or stated corrective time periods prior to termination We have a policy to provide at minimum 2+ weeks of severance per year of employment

OPERATIONS

0.5

Skills-Based Training Participation

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

lls-based training to advance core job responsibilities
O _{0%}
O 1-24%
O 25-49%
o 50-74%
○75%+
○ Don't know
ints Earned: 0.14 of 0.19

Cross-Job Skills Training Participation

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

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

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

Points Earned: 0.09 of 0.19

External Professional Development Participation

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

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

○ 0% ● 1-24% ○ 25-49% ○ 50-74% ○ 75%+

Subsidized Educational Opportunities

What percentage of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year?

Continuing education opportunities include GED, college credits, industry-recognized accreditation, etc.

0

01-5%

06-15%

0 15%+

Points Earned: 0.12 of 0.38

Career Development Policies

What are your company's policies and practices around career development and promotion?

- Employees who seek to take a short-term leave or sabbatical will have their jobs guaranteed upon return
- Our company will make an effort to find a place for employees who seek to take a long-term leave or sabbatical upon their return
- ✓ Employees are able to make lateral moves or change career direction or pace when possible
- None of the above

Points Earned: 0.13 of 0.19

Engagement & Satisfaction

OPERATIONS

2.5

Employee Handbook Information

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

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

Paid Secondary Caregiver Leave

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

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn" for further instructions. Workers receive unpaid time off for secondary parental leave ✓ Workers receive up to 2 weeks (or full pay equivalent) paid leave Workers receive between 2 to 5 weeks (or full pay equivalent) paid leave Workers receive greater than 5 weeks (or full pay equivalent) paid leave Policy does not distinguish between primary and secondary caregiving, or provides equivalent time and pay to both No secondary caregiver leave is offered to employees Points Earned: 0.27 of 0.67 **Supplementary Benefits** What supplementary benefits are provided to a majority of non-managerial workers? Including full time and part time employees. Please check all that apply. On-site childcare Off-site subsidized childcare Free or subsidized meals Policy to support breastfeeding mothers ✓ Other - please describe None of the above Points Earned: 0.33 of 1.33 **Worker Empowerment** How does your company engage and empower workers? ✓ We have formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve company practices ✓ We have processes in place to provide input from employees prior to operational and/or strategic policy or practice changes Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates We have adopted open book management or self-management principles within the workplace Workers have opportunity to elect member(s) to the Board of Directors Other - please describe

Points Earned: 0.33 of 0.67

☐ None of the above

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.
✓ We calculate employee attrition rate
✓ We benchmark employee attrition rate to relevant benchmarks
✓ We regularly (at least once a year) conduct employee satisfaction or engagement surveys
☐ We benchmark employee satisfaction to relevant industry benchmarks
☐ We disaggregate calculations based on different demographic groups to identify trends
✓ We outperform industry benchmarks on attrition
☐ We outperform industry benchmarks on satisfaction
☐ None of the above
Points Earned: 0.67 of 0.67
Departed Employees
Number of full-time and part-time workers that departed or left the company in the last twelve months
Enter 0 if None.
Number of full-time and part-time workers that departed or left the company in the last twelve months Sensitive
☐ We do not track this
Points Available: 0.00
Employee Satisfaction
What percent of your employees are "Satisfied" or "Engaged"?
What percent of your employees are "Satisfied" or "Engaged"? Select N/A if satisfaction or engagement is not formally surveyed.
Select N/A if satisfaction or engagement is not formally surveyed.
Select N/A if satisfaction or engagement is not formally surveyed. <65%
Select N/A if satisfaction or engagement is not formally surveyed. C < 65% 65-80%

Points Earned: 0.67 of 1.33

Engagement & Satisfaction (Salaried)

OPERATIONS

2.1

Number of Paid Days Off What is the annual minimum number of paid days off (including holidays) for full-time employees? 0-15 work days 16-22 work days 23-29 work days 30-35 work days 36+ work days Points Earned: 0.45 of 0.60 **Paid Primary Caregiver Leave for Salary Workers** Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program? If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7). ✓ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave) Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave) Primary caregivers receive more than 6 months of time off for parental leave (including unpaid and paid leave). ✓ 4-12 weeks of primary parental leave (or equivalent) is fully paid 13-18 weeks of primary parental leave (or equivalent) is fully paid 19-24 weeks of primary parental leave (or equivalent) is fully paid More than 24 weeks of primary parental leave (or equivalent) is fully paid Primary caregivers receive less than 4 weeks off or no time off for parental leave Points Earned: 0.48 of 0.60 **Worker Flexibility Options** What job flexibility options does the company provide, whenever feasible, in writing and in practice for the majority of workers? Please check all that apply. ✓ Part-time work schedules at the request of workers Flex-time work schedules allowing freedom to vary start and stop times ✓ Telecommuting (e.g. working from home one or more days per week)

Points Earned: 0.45 of 0.60

☐ None of the above

☐ Job-sharing

Workplace Flexibility in Practice

Which of the following flexible workplace practices have been used in the past 12 months?

Please check all that apply.						
☐ Managers or executives worked part-time or in a job-share						
✓ Managers or executives are in a telecommuting position						
✓ We hired new people into permanent positions that are telecommuting						
☐ We hired new people into permanent positions that are part-time or job-share						
✓ We have transitioned staff into part-time, job-share, or telecommuting positions						
Other - please describe						
☐ None of the above						
Points Earned: 0.60 of 0.60						

Attrition Rate for Salaried Workers

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

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

Sensitive

Community

Community Impact Area Introduction

OPERATIONS

0.0

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

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

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

O Yes

No

Inclusive Hiring Practices How does your company create an inclusive recruiting and hiring process? We include a statement in all our job postings with a commitment to diversity, equity, and inclusion We don't ask about incarceration history during our application process We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics We actively recruit through organizations or services that serve individuals from underrepresented populations We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable None of the above Points Earned: 0.61 of 0.61 Diverse Ownership and Leadership Is your company majority-owned or -led by individuals from any of the following underrepresented groups? Please select all that apply. Led by a woman Led by an individual from an underrepresented racial or ethnic minority

Points Earned: 0.61 of 0.61

☐ None of the above

✓ Majority owned by women

Inclusive Work Environments

Led by another underrepresented individual (veterans, LGBT, etc.)

☐ Majority owned by individuals from underrepresented racial or ethnic minorities ☐ Majority owned by other underrepresented individuals (veterans, LGBT, etc.)

How does your company create an equitable and inclusive workplace for employees?

✓ We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or
inclusion Committee)
✓ We offer trainings for all employees on topics related to diversity, equity, and inclusion
☐ We have voluntary employee resource or affinity groups
✓ Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
✓ Our facility restrooms are gender-neutral or gender-inclusive
☐ We have programs in place to provide mentorship, apprenticeships, or internships for individuals from underrepresented groups
☐ We accommodate learning or emotional disabilities in work processes and workplace policies
☐ None of the above

Points Earned: 0.48 of 0.61

Management of Diversity, Equity, and Inclusion

How does your company manage and improve your workplace diversity and inclusivity?
✓ We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track the diversity of our workforce
☑ We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors
✓ We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
We analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necessary,
have implemented corrective actions for inequitable results
Ue specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
□ None of the above
Points Earned: 0.45 of 0.61
Measurement of Diversity
What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?
If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.
Socioeconomic status (as determined by low income residence, education level, etc.)
☐ Race or ethnicity
✓ Gender
✓ Age
Other - please describe
□ None of the above
Points Earned: 0.30 of 0.61
Women Workers
How many of your non-managerial workers identify as women?
O _{0%}
○1-9%
O 10-24%
O 25-39%
O 40-49%
● 50%+
O Don't know

Points Earned: 0.61 of 0.61

Age Diversity in Workforce
What percentage of your workforce is either under the age of twenty four or over the age of fifty?
O _{0%}
O _{1-9%}
O 10-19%
O 20-29%
O Don't Know
Points Earned: 0.61 of 0.61
High to Low Pay Ratio
What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?
○ >20x
○ 16-20x
O 11-15x
○ 6-10x
○ 1-5x
Points Available: 0.61
Female Management
How many of your company managers identify as women?
O _{0%}
O _{1-9%}
O 10-24%
O 25-39%
● 40-49%
○ 50%+
O Don't know
○ N/A
Points Earned: 0.61 of 0.61

Management from Underrepresented Populations How many of your company managers identify as from another underrepresented social group? If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know. 00% 01-9% 010-19% 020-29% ○30%+ O Don't know Points Available: 0.61 **Female Directors** How many of your company Board Directors identify as women? 00% 01-9% 010-24% 25-39% 040-49% 050%+ O Don't know O N/A Points Earned: 0.40 of 0.61 **Directors from Underrepresented Populations** How many of your company Board Directors identify as from another underrepresented social group? If collecting this type of demographic data is not legal in your jurisdiction, select N/A. On%

0 0 70
O 1-9%
O 10-19%
020-29%
○30%+
ODon't know
O N/A

Supplier Diversity Policies or Programs

Does your company	have any o	of the follow	ing policies	s or p	orograms i	n place to	promote	diversity	within
your supply chain?									

	☐ We track diversity of ownership among our suppliers
	☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
	☐ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
	☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
	✓ None of the above
	N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations
Pc	pints Available: 0.30

Supplier Ownership Diversity

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

0%

01-9%

010-24%

O 25-39%

040-49%

O 50%+

ODon't Know

Points Available: 0.61

Economic Impact

OPERATIONS

0.9

Geographic Structure and Scope

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.

Colart has operations facilities in UK, France, USA, and China, as well as smaller sales and marketing offices in The Netherlands, Germany, Spain & Italy. In total we employ 1087 employees, with 144 located at our London Head Office, 344 at our manufacturing facility in Le Mans, France, and 284 at our manufacturing facility in Tianjin, China. In total we manage 13 facilities, including operations, manufacturing and sales and marketing.

Job Growth Rate

Points Available: 1.18

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.
0% (no growth on a net basis)
● 1-5%
○ 6-15%
O >15%
Points Earned: 0.78 of 2.35
New Jobs Added Last Year
Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none
or if your company has no workers.
Last twelve months:
Last twelve months: 40
We do not track this
Points Available: 0.00
Non-accredited Investor Ownership
What percentage of the company is owned by individuals who would qualify as non-accredited
investors?
○ 0%
O 1-4%
O 5-14%
O 15-24%
O 25%+
O Don't know

Local Ownership

Is the majority	(over	50%)	of the	company	's ownersh	p located	locally to	the	majority	of the	compa	ุ่เทy's
workforce?												

O Don't know

No

Points Available: 1.18

National Sourcing

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

00%

01-19%

020-39%

040-59%

060-79%

080%+

Points Earned: 0.18 of 1.18

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

Written preference at each facility to purchase from local suppliers

Formal targets or goals for the amount of local purchasing

Ready-to-use lists of preferred local suppliers and 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)

✓ No written local purchasing or hiring policies in place

Spending on Local Suppliers

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

Please click "Learn More" to understand how to answer this question.	

<20% <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00 <0.00

020-39%

040-59%

060%+

O Don't know

Points Available: 1.18

Impactful Banking Services

What characteristics apply to the financial institution that provides the majority of your company's banking services?

Certified CDFI or national equivalent social investment organization

Certified B Corporation

Member of the Global Alliance for Banking on Values

Cooperative bank or credit union

Local bank committed to serving the community

Independently owned bank

✓ None of the above

Points Available: 1.18

Civic Engagement & Giving

OPERATIONS

3.0

Corporate Citizenship Program

How does your company take part in civic engagement?

Your answers determine which future questions in the assessment are applicable to your company.
✓ Financial or in-kind donations (excluding political causes)
✓ Community investments
✓ Community or pro-bono service
Advocacy for adopting improved social or environmental policies or performance
✓ Partnerships with charitable organizations or membership with community organizations
☐ Discounted products or services to qualified underserved groups
Free use of company facilities to host community events
Equity or ownership in the company granted to a nonprofit
Other - please describe
☐ None of the above
Points Earned: 0.55 of 0.55
Community Service Policies and Practices
How does your company manage employee community service?
☐ We have hosted or organized company service days in the last year
✓ The company offers paid time off for community service
20 hours or more a year of paid time off
✓ Our company monitors and records total volunteer hours
✓ Our company has set community service or pro-bono targets
Other - please describe
☐ None of the above
Points Earned: 0.55 of 0.55
% of Employees Volunteer Service
What percentage of employees took paid time off for volunteer service last year?
O _{0%}
● 1-24%
O 25-49%
○ 50-74%
○ 75%+
O Don't know

Points Earned: 0.28 of 1.10

Total Amount of Volunteer Service Hours

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.

٠.	p.oyooaroa aooo.	
	Number of hours volunteere	d by full-time and part-time employees of the organization during the last fiscal year
	898	
	☐ We do not track this	
Р	oints Available: 0.00	

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or probono time in the reporting period?

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

○ 0%
○ 0.1-0.5% of time
○ 0.6-1% of time
○ 1.1-2% of time
○ 2%+ of time
○ Don't know

Points Earned: 0.37 of 1.10

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.50 of 0.55

Relative Input for Community Investments

f you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?	
ONone	
○ Less than 0.1% of revenues	
O 0.1-0.4% of revenues	
O 0.5-0.9% of revenues	
O 1-1.9% of revenues	
O>2%	
Points Earned: 0.14 of 1.10	
% of Revenue Donated	
What was the equivalent percentage of revenue donated to charity during the last fiscal year?	
Please include tax deductible in-kind donations but do not include pro bono time.	
O No donations last fiscal year	
Less than 0.1% of revenue	
O.1-0.4% of revenue	
O 0.5-0.9% of revenue	
O 1-1.9% of revenue	
O 2%+ of revenue	
O Don't know	
Points Earned: 0.44 of 2.21	
Total Amount of Charitable Donations	
Total amount (in currency terms) donated to registered charities in the last fiscal year	
Report with the currency specified in "Reporting currency" for this metric.	
Total amount (in currency terms) donated to registered charities in the last fiscal year Sensitive	
☐ We do not track this	
Points Available: 0.00	

Advancing Social and Environmental Performance	
How has your company worked with its stakeholders (including competitors) to improve behaverformance on social or environmental issues in the past two years?	vior or
We have worked with other industry players on a cooperative initiative on relevant social and environmental standards industry	for our
✓ We have provided data or contributed to academic research on social or environmental topics	
✓ We participate in panel presentations or other public forums on social or environmental topics	
We provide public resources for other businesses or stakeholders on improving social or environmental performance	
Other - please describe	
☐ None of the above	
Points Earned: 0.28 of 0.28	
	OPERATIONS 5.3
Significant Supplier Descriptions	
Please select the types of companies that represent your Significant Suppliers:	
All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximat	tely 80% of
non-labor costs. Select all that apply.	
Product Manufacturers	
Professional Service Firms (Consulting, Legal, Accounting)	
☐ Independent Contractors	
☐ Marketing and advertising	
☐ Office Supplies	
☐ Benefits Providers	
☐ Technology	
✓ Raw materials	
Farms	
✓ Other - please describe	
Points Available: 0.00	

Social or Environmental Screening of Suppliers

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

This question determines the set of supplier-focused questions your company will respond to.

O Yes

O No

Supplier Screen Topics

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

✓ Compliance with all local laws and regulations, including those related to social and environmental performance
✓ Good governance, including policies related to ethics and corruption
☐ Positive practices beyond what is required by regulations (e.g. environmentally-friendly manufacturing process, excellent labor practices)
✓ Third-party certifications related to positive social and/or environmental performance
Other - please describe
☐ We have no formal screening process in place
Points Earned: 0.62 of 0.62
Supplier Evaluation Practices
What methods does your company use to evaluate the social or environmental impact of your suppliers?
☐ We share policies or rules with suppliers but we don't have a verification process in place
✓ We require suppliers to complete an assessment we designed
✓ We use third-party risk or impact assessment tools (Sedex, BIA)
☐ We conduct routine audits or reviews of suppliers at least every two years
☐ We have third parties conduct routine audits or reviews of suppliers at least every two years
Other (please describe)
☐ None of the above
Points Earned: 0.62 of 0.62
Outsourced Staffing Services
Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?
our answers determine which future questions in the assessment are applicable to your company.
Yes
○ No
Points Available: 0.00

Outsourced Staffing Screening Topics

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

our answers determine which future questions in the assessment are applicable to your company.
✓ Compliance with all local laws and regulations
✓ Compliance with international human rights and labor standards (for employees and contractors)
Payment at or above industry benchmarks
Payment of a living wage (for employees and contractors)
Employee benefits provided
Professional development opportunities
Other labor practices
☐ None of the above
□ N/A
Points Earned: 0.12 of 0.31
% of Outsourced Services Accountable to Code of Conduct?
% of Outsourced Services Accountable to Code of Conduct? What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
Vhat % of your outsourced staffing services (on a currency basis) are accountable to the formalized
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question? $\bigcirc_{0\%}$
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?

Screening / Monitoring for Services

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

our answers determine which future questions in the assessment are applicable to your company.
✓ Company shares policies or rules with subcontractors but does not have a verification process in place
Company requires subcontractors complete self-designed assessment
Company utilizes third party risk or impact assessment tools (BIA)
Company conducts routine audits/reviews of subcontractors at least every two years
Company has third parties conduct routine audits/reviews of subcontractors at least every two year
Other
☐ None of the above
Points Earned: 0.03 of 0.31
% of Outsourced Staffing Services Screened / Monitored
What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?
● 0%
O 1-20%
O 21-49%
O 50-74%
O 75-99%
O 100%
O N/A
Points Available: 1.23
Suppliers in Low-Income Communities
What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?
O<10%
O 10-19%
O 20-30%
○ 30%+
O Don't Know
Points Available: 0.31

Supplier Code of Conduct

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

suppliers accountable for social and environmental performance?
Your answers determine which future questions in the assessment are applicable to your company.
Yes
○ No
Points Earned: 0.62 of 0.62
Supplier Code of Conduct Topics
What areas of social and environmental performance are specifically included in your company's Supplier Code of Conduct policy?
✓ Bribery, corruption, and fraud
✓ Working hours
Freely chosen employment
Compensation
✓ Child labor
✓ Freedom of association
✓ Health and safety
✓ Use of materials
Product's environmental impact
✓ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
□ N/A - No Supplier Code of Conduct
Points Earned: 0.31 of 0.31
% of Suppliers Accountable to Code of Conduct
What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
O _{0%}
O 1-20%
© 21-49%
O 50-74%
O 75-99%
O 100%

Points Earned: 0.46 of 1.23

O N/A

Disclosure of Suppliers What percentage of Significant Suppliers (on currency basis) are made transparent on your company's website? 0% 01-49% 050-79% 080%+ O Don't know Points Available: 0.62 Support for Improved Supply Chain Social or Environmental Performance How does your company encourage improved social and environmental performance among your suppliers? We provide incentives for suppliers with strong social and environmental performance We set goals and expectations with suppliers to improve their social and environmental performance We provide resources to suppliers to improve their social and environmental performance Other - please describe ✓ None of the above Points Available: 0.62 **Improving Impact of Suppliers** Does the company have any of the following policies or programs to improve the social and/or environmental impact of suppliers, either in cases of noncompliance or more broadly? Company formulates corrective action or improvement plans with goals for continuous improvement of their supplier performance Company requires a specific time period for suppliers to make changes to remediate code of conduct non-compliance or otherwise terminates contract Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party Company provides training and/or resources to its own staff, focused on managing their own practices and relationships with suppliers to enable the suppliers to improve their performance Company has participated in collaborative initiatives with other companies to help improve the social or environmental impact of their supply chain Company incentivizes social and environmental performance or improvement through contract terms, prices, or other means Company has achieved quantifiable improvements on social or environmental performance of its supply chain Other ☐ None of the above

Points Earned: 0.05 of 0.31

% of Suppliers with Programs to Improve Impact For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply? 00% 0 1-20% 021-49% 050-74% O 75-99% 0 100% O N/A Points Earned: 0.15 of 1.23 **Length of Supplier Relationships** What is the average tenure of your company's relationships with suppliers? O Average tenure of supplier relationships is less than 24 months. O Average tenure of supplier relationships is greater than 24 months. O Average tenure of supplier relationships is greater than 60 months. O Average tenure of supplier relationships is greater than 96 months. Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations. O Don't Know Points Earned: 0.62 of 0.62 **Support for In Need Suppliers** Does your company do any of the following to support small scale or other in-need suppliers? We review suppliers for potential training needs We have a formal education or support program for selected suppliers ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers ✓ We pay 30 days payable outstanding to small scale suppliers A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys) We have a formal grievance mechanism to address complaints and resolve disputes Other (please describe) None of the above

Points Earned: 0.41 of 0.62

Social or Environmental Purchases

What percentage 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?

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

Points Earned: 0.15 of 0.62

Environment

Environment Impact Area Introduction

OPERATIONS

0.0

This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material, positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

□т	nrough an innovative manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental
impad	ct compared to typical practices for the industry
✓ Tł	nrough a product or service that preserves, conserves, or restores the environment or resources
\square N	one of the above
Points /	Available: 0.00

Description of Positive Environmental Product / Service Impact

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

FSC certified wood in products

Environmental Product or Service Impact

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

Companies should earn revenue from the product or service that has an environmental impact. Please do not include pro bono efforts within this section.

• The impact is created by a revenue-generating product/service line (e.g. selling non-toxic cleaning products, sustainability consultancy)

O The impact is created by the company's daily operations (e.g. using non-toxic cleaning products in the company's headquarters) and not the core product/service

Points Available: 0.00

Environmental Product Benefits

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes.

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

Points Available: 0.00

Land/wildlife Conservation Overview

Tell us more about how your product or service conserves natural resources

FSC certified wood in products (brushes, canvas, paper) that ensures proper stewardship of forests where wood is sourced from

Direct Impact on Land / Wildlife Conservation

Is land/wildlife conservation, beyond what is required by law, a direct positive environmental impact of your product or service?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

Yes

O No. it is an indirect result of one of the other answers selected in the question "Environmental Product Benefits"

Points Available: 0.00

Environmental Management

OPERATIONS

4.2

Green Building Standards

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

<20%

020-49%

○ 50-79%

080%+

O N/A

Points Available: 0.80

Facility Improvement with Landlord

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

Energy efficiency improvements

✓ Water efficiency improvements

✓ Waste reduction programs (including recycling)

☐ None of the above

N/A - Company does not lease majority of facilities

Points Earned: 0.80 of 0.80

Environmental Purchasing Policy Topics

Points Earned: 0.80 of 1.60

actually any of the following?	PP) policy that
ncludes any of the following?	
☐ Building and construction	
Carpets	
Cleaning	
Electronics	
Fleets	
☐ Food or food services	
Landscaping	
☐ Meetings and conferences	
Office supplies	
✓ Paper	
Product input materials	
✓ Other - please describe	
☐ We don't have an environmentally preferable purchasing policy	
oints Earned: 0.43 of 0.80	
Environmental Management Systems	
Ooes your company have an environmental management system (EMS) covering waste generation,	
nergy usage, water usage, and carbon emissions that includes any of the following?	
lease check all that apply.	
lease check all that apply. Policy statement documenting our organization's commitment to the environment	
✓ Policy statement documenting our organization's commitment to the environment	
✓ Policy statement documenting our organization's commitment to the environment ✓ Assessment undertaken of the environmental impact of our organization's business activities	
 ✓ Policy statement documenting our organization's commitment to the environment ✓ Assessment undertaken of the environmental impact of our organization's business activities ✓ Stated objectives and quantifiable targets for environmental aspects of our organization's operations 	
✓ Policy statement documenting our organization's commitment to the environment ✓ Assessment undertaken of the environmental impact of our organization's business activities ✓ Stated objectives and quantifiable targets for environmental aspects of our organization's operations □ Programming designed, with allocated resources, to achieve these targets	
 ✓ Policy statement documenting our organization's commitment to the environment ✓ Assessment undertaken of the environmental impact of our organization's business activities ✓ Stated objectives and quantifiable targets for environmental aspects of our organization's operations □ Programming designed, with allocated resources, to achieve these targets □ Periodic compliance reviews and auditing to evaluate programs conducted 	

Environmentally Certified Products

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

Points Earned: 0.26 of 0.40

% of Products with Type of Footprint Assessment
What % of your products have undergone the specific type(s) of environmental footprint assessment selected in the previous question?
O 0%
1 -20%
O 21-49%
O 50-74%
○ 75-99%
○ 100%
○ N/A
Points Earned: 0.20 of 1.60
Assessment Conducted of Environmental Footprint of Value Chain
Have you conducted a formal assessment to measure the environmental footprint of your value chain
(including supply chain, product usage, and end-of-life) that covers the following topics?
☐ Impacts on biodiversity
✓ Impacts on climate (Scope 3 Carbon Emissions)
✓ Toxin or hazardous material impact
✓ Land preservation (including material extraction)
✓ Water supply
Other
☐ None of the above
Points Earned: 0.64 of 0.80
Management of Material Environmental Impact in Value Chain
How has your company utilized the results of your environmental footprint assessment to manage and
minimize your overall impact?
Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified
across value chain and product lines
Company has set public targets or commitments to reduce material value chain and product impacts over time
Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
Other
☐ None of the above (No EIA conducted)

Points Earned: 0.53 of 0.80

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impaproduct usage?	ct of
Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage	
Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related comproducts	ompetitive:
Company has created partnerships and/or marketing campaigns to engage customers or other post production value minimize environmental footprint of usage	chain users to
✓ Other	
☐ None of the above	
Points Earned: 0.16 of 0.80	
Air & Climate	operations 6.7
Monitoring Energy Usage	
Does your company monitor, record, or report its energy usage?	
Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future question assessment are applicable to your company.	s in the
☐ We do not currently monitor and record usage	
☐ We monitor and record usage but have set no reduction targets	
☐ We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are be	ing monitored
✓ We monitor usage and have set absolute reduction targets regardless of company growth	
We have met specific reduction targets during the reporting period	
Points Earned: 0.42 of 0.57	
Total Energy Use	
Total energy used (Gigajoules) during the last 12 months:	
Total energy used (Gigajoules) during the last 12 months: 15287 We do not track this	
Points Available: 0.00	

Total Renewable Energy Use

Total energy used from renewable resources (Gigajoules) during the last 12 months:
Total energy used from renewable resources (Gigajoules) during the last 12 months: 1222
☐ We do not track this
Points Available: 0.00
Renewable Energy Usage
What percentage of energy use is produced from renewable sources?
nclude electricity and other energy consumption from heating, hot water, etc.
O _{0%}
1-24%
O 25-49%
O 50-74%
○75-99%
O 100%
O Don't Know
Points Earned: 0.04 of 0.28
Low Impact Renewable Energy Use
What percentage of energy use is produced from low-impact renewable sources?
nclude electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated
enewable energy.
O _{0%}
○ 1-24%
O 25-49%
O 50-74%
O 75-99%
O 100%
O Don't know
Points Earned: 0.23 of 1.13

Facility Energy Efficiency

For wha	at systems	has your	company	used	energy	conser	vation	or e	fficiency	measures	for	a major	ity c	of.
vour co	rporate fac	cilities (by	square fe	et) in	the past	t year?								

Energy Use Reductions
Points Earned: 0.57 of 0.57
□ N/A - We utilize virtual office
☐ None of the above
Other - please describe
✓ HVAC: programmable thermostat, timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
✓ Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
✓ Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.

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

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

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

Points Earned: 0.45 of 1.13

Monitoring Greenhouse Gas Emissions

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

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

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

Points Earned: 0.28 of 0.57

Total Scope 1 GHGs
Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:
Scope 1: 290
☐ We do not track this
Points Available: 0.00
Total Scope 2 GHGs
Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:
Scope 2: 313
☐ We do not track this
Points Available: 0.00
Total Scope 3 GHGs
Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:
Scope 3: 2170
☐ We do not track this
Points Available: 0.00
Monitoring Air Emissions
How does your company monitor and manage your significant air emissions?
O Company does not currently monitor and record emissions
Ocompany monitors and records emissions (no reduction targets)
O Company monitors emissions and has specific reduction targets
O Company monitors emissions and has met specific reduction targets during the reporting period
○ Eliminated emissions of this by-product entirely ○ N/A
Points Earned: 0.14 of 0.57

Carbon Intensity

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

Please measure intensity in metric tons of CO2/\$million of revenue. Please use USD to accurately evaluate the answer option.

O Manufacturing: >950 / Utilities: >6,000

O Manufacturing: 751-950 / Utilities: 5,001-6,000

O Manufacturing: 601-750 / Utilities: 4,001-5,000

Manufacturing: 451-600 / Utilities: 3,001-4,000

O Manufacturing: 301-450 / Utilities: 2,001-3,000

O Manufacturing: 151-300 / Utilities: 1,001-2,000

Manufacturing: 0-150 / Utilities: 0-1,000

O Don't know

Points Earned: 0.57 of 0.57

Carbon Intensity

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

Please use USD to accurately evaluate the answer option.

O Manufacturing: >950 / Utilities: >6,000

O Manufacturing: 751-950 / Utilities: 5,001-6,000

O Manufacturing: 601-750 / Utilities: 4,001-5,000

O Manufacturing: 451-600 / Utilities: 3,001-4,000

O Manufacturing: 301-450 / Utilities: 2,001-3,000

O Manufacturing: 151-300 / Utilities: 1,001-2,000

O Manufacturing: 1-150 / Utilities: 1-1,000

O Manufacturing: 0 / Utilities: 0

O Don't know

Points Earned: 1.13 of 1.13

Greenhouse Gas Emissions Reduced What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company? ○ 0% ○ 1-4% ○ 5-9% ○ 10-14%

Points Earned: 1.13 of 1.13

15-20%20%+

O Don't Know

Reducing Carbon Emissions from Transportation

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

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

Points Earned: 0.57 of 0.57

Ton Miles Reduction

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

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

00%

01-9%

0 10%-20%

21-50%

O >50%

O Not tracked / Unknown

Points Earned: 0.42 of 0.57

Supply Chain GHG Management

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

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis). ✓ We don't track or evaluate greenhouse emissions from our supply chain We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain We set targets for reducing greenhouse gas emissions through our supply chain We have seen a reduction in GHG emissions in our supply chain in the last twelve months We have achieved a carbon-neutral supply chain Points Available: 0.57 Offsetting Supplier GHG Emissions What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits? 0 01-24% 025-49% 050-74% 75-99% 0 100% O Don't know Points Available: 1.13 **Supply Chain GHG Improvement** What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain? We collaborate with or require suppliers to collect data and report on greenhouse gas emissions We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations) We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)

Points Available: 0.57

✓ None of the above

We audit and provide help to suppliers to complete corrective actions

Reducing Impact of Travel/Commuting

Does your company have any programs or policies in place to reduce the environmental footprint
caused by travel/commuting?

☑ 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

Points Earned: 0.57 of 0.57

Sourcing % of COGS from Local Suppliers

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

Sourcing of COGS Local to Customers

00%

01-9%

010-19%

020-29%

○30%+

Opon't know

Points Available: 1.13

Sourcing % raw materials from Local Suppliers

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

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

0%

01-9%

010-19%

020-29%

○ 30%+

O Don't know

Managing Impact of Transportation

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

Please check all that apply.
Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
Utilize strategic planning software to minimize fuel usage and shipping footprint
☐ Train drivers and handlers in fuel efficient techniques
✓ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
Other - please describe
☐ None of the above
Points Earned: 0.19 of 0.57
% GHG Emissions Offset
f your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2
GHG emissions were offset?
GHG emissions were offset?
O 0%
○ 0% ○ 1-24%
○ 0%○ 1-24%○ 25-49%
○ 0%○ 1-24%○ 25-49%○ 50-74%
 ○ 0% ○ 1-24% ○ 25-49% ○ 50-74% ○ 75-99%
 ○ 0% ○ 1-24% ○ 25-49% ○ 50-74% ○ 75-99% ○ 100%

Water OPERATIONS 2.1

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company.
☐ We do not currently monitor and record water usage
☐ We regularly monitor and record water usage but have not set any reduction targets
✓ We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of
water usage from baseline year)
We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to
our local watershed
☐ We have met specific reduction targets set during this reporting period
Points Earned: 0.40 of 0.80
Total Water Use
Total water use (liters) during the last 12 months
Total water use (liters) during the last 12 months 1601000
☐ We do not track this
Points Available: 0.00
Water Conservation Practices
What water conservation methods have been implemented at the majority of your corporate offices or
plant facilities:
Please check all that apply.
✓ Low-flow faucets, taps, toilets, urinals, or showerheads
Grey-water usage for irrigation
☐ Low-volume irrigation
✓ Harvest rainwater
Other - please describe
☐ None of the above
□ N/A - Our company has a virtual office

What % of water used by the company is harvested on site or is from recycled sources? \bigcirc 0 0 1-24% 025-49% 050-74% O 75-99% 0 100% O Don't Know Points Earned: 0.40 of 1.60 **Monitoring Toxic Wastewater** Which of the following describes how the company monitors hazardous and toxic wastewater? Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination. O Company does not currently monitor and record emissions O Company monitors and records emissions (no reduction targets) O Company monitors emissions and has specific reduction targets Ocompany monitors emissions and has met specific reduction targets during the last fiscal year Eliminated emissions of this by-product entirely O N/A Points Earned: 0.80 of 0.80 **Water Use Practices** Regarding water use, does your company practice the following within the facilities you owned or leased? 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

Water Harvested On-Site or From Recycled Sources

% Water Returned to Table with Same Quality

What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn?

an when it was witharawn.	
e. % of water treated	
O _{0%}	
O 1-24%	
O 25-49%	
O 50-74%	
O 75-99%	
O 100%	
○ N/A	
On't Know	
oints Available: 1.60	
Supply Chain Water Management	
low does your company track and manage the water footprint of your supply chain?	
only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).	
✓ We do not track the water footprint of our supply chain	
We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water	
usage	
We have targets for reducing water footprint through our supply chain	
We have seen a reduction of our water footprint in our supply chain in the past twelve months	
We have verified that all water use in supply chain is science-based and sustainable	
Points Available: 0.80	
Supply Chain Water Improvement	
What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce	
ne water footprint of your supply chain?	
We collaborate with or require suppliers to collect data and report on water footprint	
We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, location	ns
in context of water scarcity)	
We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and	
surveys, collaborating in industrywide surveys)	
☐ We audit and provide help to suppliers to complete corrective actions	

Points Available: 0.80

✓ None of the above

Land & Life 5.5

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production? Your answers determine which future questions in the assessment are applicable to your company. We do not currently monitor and record waste production We regularly monitor and record waste production but have not set any reduction targets ✓ We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year) We regularly monitor and record waste produced and have set a zero waste target We have met the specific reduction targets set during this reporting period We produce zero waste to landfill / ocean Points Earned: 0.31 of 0.62 Non-hazardous Waste Generated Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months 391.5 ☐ We do not track this Points Available: 0.00 **Total Waste Disposed** Waste Disposed (metric tonnes) during the last 12 months Waste Disposed (metric tonnes) during the last 12 months 238.6 We do not track this Points Available: 0.00 **Total Waste Recycled** Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months 152.9 We do not track this Points Available: 0.00

Recycling Programs 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? ○<20% 021-40% 41-60% O 61-80% ○ >80% Points Earned: 0.31 of 0.62 **Waste Reduction Programs** Does your company have a formal program to evaluate how to reduce its generation of hazardous,

universal, and/or non-hazardous waste?

Yes	
○ No	
O Already maximized - we have achieved Zero Was	te

Points Earned: 0.62 of 0.62

Supply Chain Waste Management

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

Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

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

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?
☐ We collaborate with or require suppliers to collect data and report on waste production
☐ We screen or require suppliers to meet standards related to solid waste production
☐ We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
☐ We audit and provide help to suppliers to complete corrective actions
✓ None of the above
Points Available: 0.62
Environment Impact Packaging
How does your company minimize the environmental impact of the packaging of your products?
Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.
✓ We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
✓ We have source-reduced packaging within the last two years
Our packaging materials are certified to meet independent standards for environmental impact
Our packaging is recyclable and provides instructions on how to recycle it correctly
☑ Our packaging is non-toxic
Our packaging materials are designed to have less overall environmental impact than common alternatives
☐ None of the above
□ N/A - Our products do not have packaging materials
Points Earned: 0.49 of 0.62
% of Recyclable/Biodegradable Materials
What % of material (by volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?
○ <20%
O 20-49%
O 50-74%
O 75-99%
O 100%
O Don't Know
○ N/A
Points Available: 0.62

Controlling Community Exposure to Emissions

Points Earned: 0.06 of 0.62

controlling community Expectate to Emissions
Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?
O We have not conducted an assessment
Assessment indicates some exposure, but we have taken no action to date
O Assessment indicates some exposure, and we have implemented a mitigation and control strategy
O Assessment indicates no exposure
Points Earned: 0.21 of 0.31
% of Environmentally Preferred Input Materials
What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?
O<20%
O 20-49%
O 50-74%
○ 75-99%
○100%
Opn't Know
O N/A - We do not sell a physical product
Points Available: 1.23
Programs to Reduce End of Life Waste
Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?
Oompany has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
Company takes back similar products or packaging from other companies as part of its reclamation program
Company includes information about their reclamation programs on product labels / packaging
Company includes information about their reclamation programs in advertising campaigns
Company has achieved circularity (no waste created) in its products and packaging
✓ Other
☐ None of the above

Monitoring Hazardous Waste How does your company monitor and manage your hazardous waste production? Company does not currently monitor and record emissions Company monitors and records emissions (no reduction targets) Company monitors emissions and has specific reduction targets We regularly monitor and record emissions and have set a zero hazardous waste target Company has met specific reduction targets during the reporting period Eliminated emissions of this by-product entirely Points Earned: 0.31 of 0.62 **Total Hazardous Waste Produced** Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 700 ☐ We do not track this Points Available: 0.00 **Reducing Waste** Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods? The past two years The past two years We do not track this Points Available: 0.00 **Hazardous Waste Disposal** Can your company verify that your hazardous waste is always disposed of responsibly? This includes batteries, paint, electronic equipment, etc. Yes O No O N/A - We have eliminated hazardous waste

Points Earned: 0.62 of 0.62

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.
☐ 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
Points Earned: 0.62 of 0.62
Chemical Reduction Methods
Chemical Reduction Methods Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?
Which of the following environmentally preferred products have been purchased for the majority of your
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? Non-toxic janitorial products
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? Non-toxic janitorial products Unbleached / chlorine free paper products
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? Value Non-toxic janitorial products Unbleached / chlorine free paper products Soy-based inks or other low VOC inks

Points Earned: 0.15 of 0.62

Chemical Management

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

Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm level
✓ Company has completed a study of all materials in product and chemicals to 100ppm level
Company has undergone an evaluation of products and processes to identify potential toxic contaminants from production
Company has identified specific chemicals of concern classes (e.g., carcinogens, mutagens, reproductive toxins, endocrine
disruptors, persistent or bioaccumulative substances)
Company has established a Restricted Substances List (RSL), has a positive screen or other decision process for 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
Points Earned: 0.62 of 0.62

Supply Chain Chemical Management

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

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

We don't track toxins or hazardous waste in our supply chain

- ✓ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- ✓ We have set targets for reducing toxins and hazardous waste in our supply chain
- We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Earned: 0.62 of 0.62

Supply Chain Chemical Improvement

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

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

Points Earned: 0.62 of 0.62

Supply Chain Biodiversity Management

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

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost bar	sis).
✓ We don't evaluate our supply chain impact on biodiversity	
☐ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to	
biodiversity	
☐ We set targets for reducing impact on biodiversity through our supply chain	
☐ We have verified that our supply chain creates no (or positive) biodiversity impact	
Points Available: 0.62	

Supply Chain Biodiversity Improvement

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

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

Points Available: 0.62

Land/wildlife Conservation - Impact Business Model

IMPACT BUSINESS MODELS

0.4

This IBM section is applicable if your company's products/services preserve or restore natural environments and/or protect animals (e.g. reforestation, sustainably harvested agriculture, protected parks)

Land/wildlife Conservation Description

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the
assessment.
O Product or service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation
(e.g. humane certified eggs)
OProduct or service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (e.g.
FSC certified paper; MSC seafood; shade-grown coffee)
O Product or service directly prevents environment/ecosystem degradation (e.g. protected parks; wildlife management services)
O Product or service improves natural environments previously damaged by degradation (e.g. reforestation; endangered species repopulation)
O These descriptions do not apply to our company's product/service (Skip the remainder of this section)
Points Available: 0.00
Revenue from Land/wildlife Conservation
What were your total revenues last fiscal year from the previous products or services?
Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.
What were your total revenues last fiscal year from the previous products or services? 3.
☐ We do not track this
Points Available: 0.00
Tracking Environmental Metrics
Which of the following environmental metrics does your company track regarding the environmental impact of your product or service?
You will be asked to report each environmental metric selected
CO2 saved/offset by product/service (metric tons)
Liters of water saved/offset by product/service
☐ Number of wildlife species protected/saved
☐ Metric tons of waste saved from landfill or incineration
☐ Number of hectares protected
✓ None of the above
Points Available: 0.00

Management of Land/wildlife Conservation

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

Please select all that apply.
Ue have formally defined the outcomes sought by our product or service and have developed a theory of change for them
Ue have based our impactful product or service business model on established secondary research that demonstrates potential
impact
Ue have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or
delivering our products or services
☐ We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
☐ We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our
beneficiaries
☐ We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our
beneficiaries
☐ We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to
intentional positive effects
☐ We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficient
than possible, or to produce other negative effects
✓ None of the above
Points Available: 1.07

Innovative Land/wildlife Conservation

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

None

Points Available: 0.00

Customers

Customers Impact Area Introduction

OPERATIONS

0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

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



ONo

Points Available: 0.00

Customer Focus of Product or Service

Is the social or economic problem addressed by your product/service one that is faced directly by your customers and/or your clients' beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured.



O No, customers support in our ability to produce a positive social/economic impact, but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, we sell fair trade products to our customers, we sell environmentally beneficial products to our customers)

Points Available: 0.00

Positive Impact of Product/Service

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

The art supplies produced and sold by our company enable artistic expression and promote positive social impacts

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal) Umproved or maintained health and wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses) Improved education or skills development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software) Uncreased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market) ☐ Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, nonprofit accounting services) Uncreased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting) ✓ Increased access to arts, media, or culture (e.g. independent media, artisanal crafts, photography, information services) Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available) None of the above Points Available: 0.00

Arts, Media & Culture Overview

Please tell us more about how your product or service promotes the arts, sciences or media.

We produce and sell fine art products that encourage artists of all ages and abilities to continue with their artistic expression and promote positive social impacts. Additionally, our business model is developed around true artist creation, supporting artists and promoting the value of art in society. This can be shown through our partnership with The Fine Art Collective (who work with art students and emerging artists), our sponsorship of the Griffin Art Prize, our continued donation of stock to schools and charitable organisations, and our general commitment to promoting a creative lifestyle (as seen in our Mission Statement).

Impact on Underserved Populations

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

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact
Business Model.
Our products or services directly support underserved populations
Our products or services support organizations that directly support underserved populations
O Don't know
O None of the above
Points Available: 0.00
Total Customer Organizations
Total Number of Customers
Organizations served in the last 12 months:
Organizations served in the last 12 months:
✓ We do not track this
Points Available: 0.00
Total Customer Individuals
Total Number of Customers
Individuals served in the last 12 months:

Points Available: 0.00

✓ We do not track this

Customer Stewardship

Individuals served in the last 12 months:

OPERATIONS

3.0

Managing Customer Stewardship

Managing Sustainer Stewardship
Does your company do any of the following to manage the impact and value created for your customer or consumers?
☐ We offer product / service guarantees, warranties, or protection policies
✓ We have third party quality certifications or accreditations
✓ We have formal quality control mechanisms
✓ We have feedback / customer service feedback or complaint mechanisms
✓ We monitor customer or consumer satisfaction
✓ We assess the outcomes produced for our customers through the use of our product or service
☐ We have written policies in place for ethical marketing, advertisement, or customer engagement
✓ We manage the privacy and security of client / customer data
☐ None of the above
Points Earned: 0.38 of 0.38
Product Accreditations and Certifications
What % your products or services have been reviewed and certified by an accreditation body focused
on quality?
This can include process certifications like ISO9000 or industry specific quality accreditations.
\bigcirc 0%
O 1-9%
O 10-24%
O 25-49%
O 50-74%
O 75-99%
● 100%
○ N/A
Points Earned: 0.77 of 0.77
Quality Assurance
Do you use an established third party methodology to manage quality assurance for your products or services?
Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc
O No.

Points Earned: 0.38 of 0.38

Supplier Quality Assurance Reviews What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits? 0-49% 050-62% 063-75% O >75% Points Available: 0.77 **Feedback and Complaint Channels** Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints? ✓ Products and/or websites feature customer service contact information ✓ Product / service reviews are made available in their entirety to public Company responds to all direct inquiries or complaints within a month of receipt Company offers live time support to customers Other None of the above Points Earned: 0.29 of 0.38 **Monitoring Customer Satisfaction and Retention** Which of the following are true of your company with regards to customer or client satisfaction and/or

Which of the following are true of your company with regards to customer or client satisfaction and/or retention?

✓ Company monitors customer satisfaction
Company shares customer satisfaction internally within the company
Company shares customer satisfaction publicly
Company has specified targets for customer / client satisfaction
✓ In the last year, company has achieved specified targets for satisfaction
☐ None of the above

Points Earned: 0.31 of 0.38

Managing Product Impacts
Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?
Company regularly monitors customer outcomes and well-being
✓ Company has formal program to incorporate customer testing and feedback into product design
Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative
effects or increasing positive effects)
Other
☐ None of the above
Points Earned: 0.26 of 0.38
Data Usage and Privacy
Does your company have any of the following to address data usage and privacy issues?
☑ Company has a formal publicly available data and privacy policy
Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is
shared with other entities (public or private)
✓ All customers have option to decide how their data can be used
✓ Company's all email list building and email marketing strategies are GDPR compliant
Other
☐ None of the above
□ N/A - Company does not collect sensitive data
Points Earned: 0.38 of 0.38
Data Security Management
Does the company have any of the following practices to ensure security of private data?
☑ Data privacy is included in company wide risk management compliance processes
✓ All employees with access to data are trained on data privacy policies
✓ Company has a formal code of conduct that defines unauthorized uses of data
✓ Internal audits of data security
External audits of data security
☐ Simulated hacks on data security
Other

Points Earned: 0.29 of 0.38

□ N/A - Company does not collect sensitive data

☐ None of the above

This IBM section is applicable if your company's products/services promote or preserve art, cultural heritage, or civic engagement (e.g. independent journalism, artisanal crafts, photography)

Arts, Media & Culture Product Description

Which of the following product or service descriptions best fit your company?

which of the following product of service descriptions best in your company:
Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.
O Product or service supports or preserves culture (e.g. creation of artisanal handicrafts, supporting cultural events, preserving historic production methods)
O Product or service offers, creates, or enables the creation of original art
O Product or service has a core purpose of independent journalism
O Product or service has a core purpose of civic engagement or civil-society focused media
O These descriptions do not apply to our company's product/service
Points Available: 0.00
Revenue from Art, Media, & Culture
What were your total revenues last fiscal year from the previous products or services?
Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the
assessment.
What were your total revenues last fiscal year from the previous products or services?
☐ We do not track this
Points Available: 0.00
Tracking Beneficiaries
Does your company track the amount of any of the following beneficiary categories served?
You will be asked to report the # of beneficiaries reached for each category selected
☐ Individuals
Households
Communities
☐ Businesses or nonprofit organizations
Governments
✓ None of the above
Points Available: 0.00

Management of Arts, Media, & Culture

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

Select all that apply.
☐ We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
We have based our impactful product or service business model on established secondary research that demonstrates potential
impact
✓ We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or
delivering our products or services
☐ We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
☐ We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our
beneficiaries
☐ We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our
beneficiaries
☐ We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to
intentional positive effects
☐ We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficient
than possible, or to produce other negative effects
☐ None of the above
Points Earned: 0.27 of 1.07

Innovative Arts, Media, & Culture Product

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

We have some of the oldest and most respected brands on the planet. The only thing deeper than our roots is our belief that art makes a difference and what we do gives people the opportunity to express themselves and explore their creativity. No matter what his or her ambitions, everyone can be an artist. The oldest brand in our portfolio, Lefranc Bourgeois, was founded 300 years ago, and is still manufactured in France. Winsor & Newton, which was founded in 1832, has been used by respected artists JMW Turner, Picasso and David Hockney to name but a few. In 1841 Queen Victoria commissioned Winsor & Newton to create the Series 7 brush and granted Winsor & Newton the first Royal Warrant. Liquitex invented the first water-based acrylic paint back in 1955 and has been innovating ever since with additions to their portfolio.

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Points Available: 0.00

Disclosure Tobacco

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tobacco

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Firearms Weapons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Firearms, weapons or munitions

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Disclosure Pornography

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pornography

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Points Available: 0.00

Disclosure Fossil Fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Mining

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Mining

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Disclosure Nuclear Power or Hazardous Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Nuclear power, radioactive materials or hazardous waste

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Prisons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Prisons

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

O Yes

No

Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

O Yes

No

Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Monoculture agriculture O Yes ON Points Available: 0.00 **Disclosure Genetically Modified Organisms** Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Genetically modified organisms Please also select "Yes" if your company serves clients in this industry O Yes No Points Available: 0.00 **Disclosure Biodiversity Impacts** Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.) O Yes No Points Available: 0.00 **Disclosure Energy and Emissions Intensive Industries** Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Energy- and emissions-intensive industries



Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries



O No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

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



O No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

O Yes

No

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

O Yes

No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

O Yes

No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

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

We manufacture using various chemicals, pigments and resins, to produce high quality fine art paint. Animal hair is used for the manufacture of our professional artists brushes.

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

Please indicate if your company engages in any of the following practices:

Company is not formally registered in accordance with all relevant regulations and requirements

If your company is a formally registered business, select "No."

O Yes

No

Tax Reduction Through Corporate Shells

Please indicate if your company engages in any of the following practices: Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments O Yes ON Points Available: 0.00 **Operates in conflict zones** Please indicate if your company engages in any of the following practices: Company operates in conflict zones O Yes No Points Available: 0.00 Sale of Data Please indicate if your company engages in any of the following practices: Company sells or provides access to consumer or user data O Yes ON Points Available: 0.00 Facilities located in sensitive ecosystems

Please indicate if your company engages in any of the following practices:

Company facilities are located adjacent to or in sensitive ecosystems

O Yes

No

Animal Testing Please indicate if your company engages in any of the following practices: Company's products are tested on animals O Yes No Points Available: 0.00 **Marketing of Breastmilk Substitutes** Please indicate if your company engages in any of the following practices: Marketing of breastmilk substitutes O Yes No Points Available: 0.00 Activities against freedom of association/collective bargaining Please indicate if your company engages in any of the following practices: Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment O Yes ON O Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

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

O Yes

No

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

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

O Yes

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

O Yes

No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

O Yes

No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

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

O Yes

No

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

O Yes

O No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

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

O Yes

O No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

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

n/a

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

O No

Litigation or Arbitration Please indicate if your company has experienced any of the following in the past 5 years: Litigation or arbitration against company either ongoing, settled, or found against the company Yes O No Points Available: 0.00 Company has filed for bankruptcy Please indicate if your company has experienced any of the following in the past 5 years: Company has filed for bankruptcy O Yes No Points Available: 0.00 **Bribery, Fraud, or Corruption** Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following: Bribery, fraud, or corruption O Yes ON Points Available: 0.00 **Anti-Competitive Behavior**

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior



O No

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans
○ Yes
No No
Points Available: 0.00
Political Contributions or International Affairs
Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:
Political contributions or international affairs
○ Yes ● No
Points Available: 0.00
Labor Issues
Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:
Labor issues (including safety and discrimination)
○ Yes
No
Points Available: 0.00
Recalls
Please indicate if your company has experienced any of the following in the past 5 years:
Recalls due to quality control issues
○ Yes
No No

Breaches of Confidential Information Please indicate if your company has experienced any of the following in the past 5 years: Breaches of individual privacy and/or losses of individual confidential data O Yes O No Points Available: 0.00 **Consumer Protection** Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following: Consumer protection (including product safety and marketing claims) O Yes No Points Available: 0.00 **Significant Layoffs** Please indicate if your company has experienced any of the following in the past 5 years: Company has had layoffs of more than 20% of the workforce O Yes ON

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

O Yes

O No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

O Yes

O No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

O Yes

No

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

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

See below

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

○ Yes	
No	
O Don't Know	

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

O Yes
No

O Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

O Yes
No

O Don't Know

Suppliers Negative Environmental Impact

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

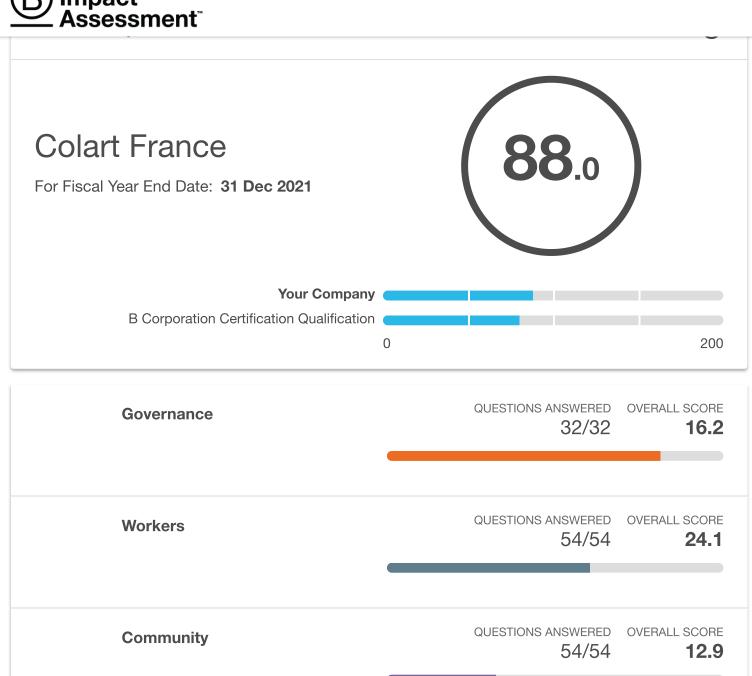
Practices or outcomes that produced substantial negative environmental impact

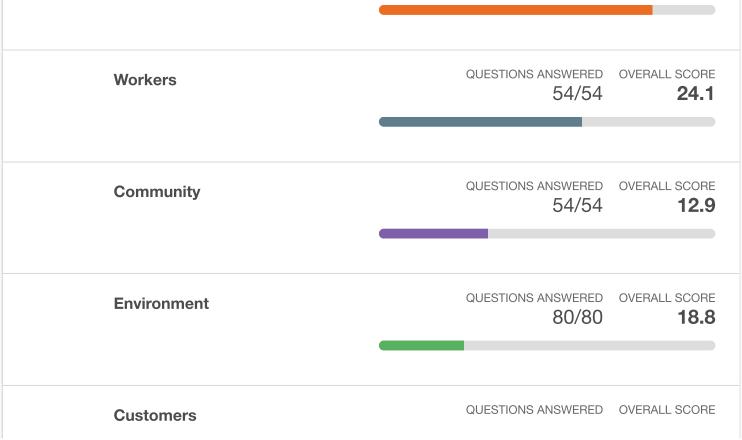
O Yes
No

O Don't Know

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Colart France

SCORE COMPLETION VERSION NAME SECTOR COMPANY SIZE

88.0 100% 6 Active Assessment Manufacturing 250-999

OPERATIONS

Mission & Engagement

3.2

Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes. Ocreating positive social or environmental impact is not a focus for our business OWe occasionally think about the social and environmental impact of some aspects of our business, but not frequently. We frequently consider our social and environmental impact, but it isn't a high priority in decision-making. We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business. O We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability. Points Available: 0.00 Mission Statement Characteristics Does your company's formal, written corporate mission statement include any of the following? A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply. No social or environmental commitment A general commitment to social or environmental responsibility (e.g. to conserve the environment) A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development) A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products) A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)

Points Earned: 0.13 of 0.25

Mission Statement

We have no written mission statement

Please share the text of your formal mission statement here.

To be a sustainable home of leading creative brands

Points Available: 0.00

Social and Environmental Decision-Making

0 100%

Points Earned: 0.50 of 0.50

How does your company integrate social and environmental performance into decision-making? Your answers determine which future questions in the assessment are applicable to your company. Employee training that includes social or environmental issues material to our company or its mission Manager roles with job descriptions that explicitly incorporate social and environmental performance Performance reviews that formally incorporate social and environmental issues Compensation and job descriptions of executive team members that include social and environmental performance Board of Directors review of social and environmental performance We measure our externalities in monetary terms and incorporate them into our financial balances Other - please describe None of the above Points Earned: 0.40 of 0.50 Managers with Responsibilities to Mission What percentage of full-time managers have social or environmental mission-related responsibilities or expectations in their job descriptions? 00% 01-49% 050-99% 0 100% Points Earned: 0.50 of 0.50 **Social and Environmental Management Reviews** What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals? 0 01-49% 050-99%

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

☐ None

☑ Our CEO or President
☑ Senior managers reporting to the CEO or President

Points Earned: 0.50 of 0.50

Board Review of Social or Environmental Performance

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

No, our Board doesn't review that
 Yes, the Board receives a general update on the company's social or environmental performance
 Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
 N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.50 of 0.50

Stakeholder Engagement

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

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

Points Earned: 0.25 of 0.25

Management of Material Social and Environmental Issues

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

	•							
V	We track impact	metrics that	t we've c	hosen based	on company	mission or	executive.	decision

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

Points Earned: 0.48 of 0.50

Identification of Material Issues

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

Packaging, Wellbeing, Carbon Footprint, Quality, Innovation, Digital, Regulatory

Points Available: 0.00

Ethics & Transparency

OPERATIONS

5.5

Governance Structures

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

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

Points Earned: 0.46 of 0.46

Governing Body Characteristics Which of the following apply to your company's Board of Directors? Please check all that apply. Meets at least twice annually ☐ Meets at least quarterly ✓ Includes at least one independent member Includes at least 50% independent members ✓ Oversees executive compensation Has an Audit Committee with at least one independent member Has a Compensation Committee with at least one independent member Company is a cooperative and elects Board from membership None of the above N/A - no Board of Directors Points Earned: 0.35 of 0.46 **Governing Body Stakeholder Representation** Does your company's Board of Directors have voting seats representing: Select all that apply. Executive employees ☐ Non-executive employees Community expertise (e.g. local university representative) Environmental expertise (e.g. environmental nonprofits) Customers None of the above N/A - no Board of Directors Points Available: 0.23 **Conflict of Interest Questionnaire** Do all Board members and officers complete an annual conflict of interest questionnaire? Yes O No

Points Earned: 0.23 of 0.23

O N/A - No Board of Directors or equivalent

Code of Ethics

hat is required by your company's Code of Ethics?	
✓ Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices	
✓ Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships	
Public disclosure of financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations, and	nd
advocacy groups	
Other - please describe	
☐ None of the above	
□ N/A - No Code of Ethics	
pints Earned: 0.31 of 0.46	
struction on Code of Ethics	
ow does your company instruct employees regarding your Code of Ethics on behavioral expectation ibery, and corruption?	ons,
ease check all that apply.	
✓ We instruct the Board of Directors on the Code at least annually	
✓ We instruct all newly hired workers on the Code	
✓ We instruct managers on the Code on an ongoing basis	
✓ We instruct all non-managerial workers on the Code on an ongoing basis	
✓ We communicate changes to the Code whenever it is updated	
Other - please describe	
No Code of Ethics or equivalent, or no training on the Code	
pints Earned: 0.46 of 0.46	
reached Code of Ethics Breachment Policy	
cases where there are material breaches to your company's Code of Ethics, what actions are form	nally
utlined for your company?	
☑ Breaches, including case details, are reported to Board of Directors	
Breaches, including case details, are reported publicly	
✓ Reported breaches are investigated promptly via independent party	
✓ 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	

Points Earned: 0.46 of 0.46

□ N/A - No Business Code of Conduct

Anti-Corruption Practices
Which of the following anti-corruption reporting and prevention systems are in place?
✓ Written employee whistle-blowing policy with confidentiality policy
✓ Circulation of whistle-blowing policy to all employees and business partners
Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders
✓ Annual training on the anti-corruption system
✓ Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments)
✓ Anonymous mechanisms to report concerns and grievances
✓ Individual or department oversight with direct access to Board of Directors
☐ We take part of a collective action/coalition with governments, community-based organizations, NGOs and other businesses to ac
against corruption
Other - please describe
☐ None of the above
Points Earned: 0.46 of 0.46
Monitoring Ethics and Corruption
Does your company do any of the following with regard to monitoring and reporting on your anti- corruption programme?
✓ Responsibility for the monitoring has been clearly assigned and resources have been made available
✓ Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring)
The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner
✓ External independent assurance is conducted to provide further security to management and stakeholders regarding the
effectiveness of the anti-corruption programme
☑ Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders
(workshops, CEO announcement, newsletter)
☐ None of the above
Points Earned: 0.46 of 0.46
Audited Financials
Does the company produce financials that are audited annually by an internationally accredited Certifie
Public Accountant (CPA)?
© Yes
○ No

Points Earned: 0.46 of 0.46

Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

☑ 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, with any identified internal control deficiencies communicated to Board of
Directors and senior management
Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all
documented in writing
☑ Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable,
accounts payable, and inventory management
☐ None of the above
Points Earned: 0.46 of 0.46

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.46 of 0.46

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Earned: 0.46 of 0.46

Impact Reporting

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

✓ We provide descriptions of our social and environmental programs and performance
✓ We voluntarily share social or environmental performance scorecards
Specific quantifiable social or environmental indicators or outcomes are made public
✓ We set public targets and share progress to those targets
✓ We present information in a formal report that allows comparison to previous time periods
Reporting information / structure is based on a comprehensive third party standard (ex. GRI or B Impact Assessment)
A third party has validated / assured the accuracy of the information reported
✓ Impact reporting is integrated with financial reporting

Points Earned: 0.46 of 0.46

Governance Metrics

OPERATIONS

0.0

This section asks for your company to provide important financial information that will be referenced later in the assessment.

Last Fiscal Year

On what date did your last fiscal year end?

If your company has not yet completed its first fiscal year, please put your anticipated fiscal year end date.

On what date did your last fiscal year end? 31 Dec 2021

We don't report publicly on social or environmental performance

Points Available: 0.00

Reporting Currency

Select your reporting currency

OBritish Pound - GBP

Points Available: 0.00

Revenue Year Before Last Total Earned Revenue From the fiscal year before last If your company has not yet completed its first fiscal year, please put \$0 From the fiscal year before last **Sensitive** ☐ We do not track this Points Available: 0.00 **Revenue Last Year** Total Earned Revenue From the last fiscal year This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put \$0 From the last fiscal year Sensitive We do not track this Points Available: 0.00 **Net Income Last Year** Net Income From the last fiscal year If your company has not yet completed its first fiscal year, please put \$0 From the last fiscal year **Sensitive** We do not track this Points Available: 0.00 **Net Income Year Before Last** Net Income From the fiscal year before last From the fiscal year before last **Sensitive** ☐ We do not track this

Points Available: 0.00

IMPACT BUSINESS MODELS

Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership

Mission Lock

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

This question is related to the legal requirement for Certified B Corps. Click "Learn" for more information and resources about this requirement.

O Signed a contract or Board resolution committing to adopting a legal form that requires consideration of all stakeholders (e.g.
signed B Corp Agreement)
O Adopted a specific legal entity or governance structure that preserves mission over time, but does not require consideration of all
stakeholders in its decision-making (e.g. cooperative)
O As a company wholly owned by another company that has not done so, amended corporate governing documents or adopted a
legal entity that requires consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal
amendment)
O As an independent or publicly-owned business, amended corporate governing documents or adopted a legal entity that requires
consideration of all stakeholders in its decision-making (e.g. benefit corporation, completed B Corp legal amendment)

Points Earned: 7.50 of 10.00

O None of the above

Workers

Workers Impact Area Introduction

OPERATIONS

0.0

This section identifies who should be considered a "worker" in the B Impact Assessment and reports your worker-related metrics. It also identifies whether your company is designed to deliver a specific, material, positive impact for its workers, and if so, opens the Worker Impact Business Model section that is most applicable.

Majority Hourly vs. Salaried Workers

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

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact.

O Fixed Salary

O Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

Your answers determine which future questions in the assessment are applicable to your company.
✓ Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
Yes, we hire individual independent contractors who are contracted to work 20+ hours per week for the company indefinitely, or fo
longer than a 6 month period
While we utilize independent contractors, they do not work for us greater than 20 hours per week for longer than a 6 month period
☐ None of the above
Points Available: 0.00
Workers Impact Business Model Introduction
Is your company structured to benefit its employees in either of the following ways?
Your answers determine which future questions in the assessment are applicable to your company.
Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies
cooperatives)
Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development
programs)
✓ None of the above
Points Available: 0.00
of Full Time Workers
Number of Total Full-Time Workers
Current Total Full-Time Workers
Please click "Learn More" to understand how to answer this question.
Current Total Full-Time Workers 332
☐ We do not track this
Points Available: 0.00

of Full Time Workers Last Year Number of Total Full-Time Workers Total full-time workers twelve months ago Please click "Learn More" to understand how to answer this question. Total full-time workers twelve months ago 306 ☐ We do not track this Points Available: 0.00 # of Part Time Workers Number of Total Part-Time Workers **Current Total Part-Time Workers** Please click "Learn More" to understand how to answer this question. Current Total Part-Time Workers 9 We do not track this Points Available: 0.00 # of Part Time Workers Last Year Number of Total Part-Time Workers Total part-time workers twelve months ago Please click "Learn More" to understand how to answer this question. Total part-time workers twelve months ago 8 We do not track this Points Available: 0.00 # of Temporary Workers Number of Total Temporary Workers **Current Total Temporary Workers** Please click "Learn More" to understand how to answer this guestion. Current Total Temporary Workers 9 ☐ We do not track this Points Available: 0.00

of Temporary Workers Last Year Number of Total Temporary Workers Total temporary workers twelve months ago Please click "Learn More" to understand how to answer this question. Total temporary workers twelve months ago 10 ☐ We do not track this Points Available: 0.00 **OPERATIONS Financial Security** 8.2 **Lowest Paid Wage** What is the company's lowest wage as calculated on an hourly basis? Please exclude students and interns in this calculation. What is the company's lowest wage as calculated on an hourly basis? **Sensitive** We do not track this Points Available: 0.00 % of Employees Paid Individual Living Wage What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual? Please exclude students and interns in this calculation. O <75% O 75-89% 090-99% 0 100%

Points Earned: 1.89 of 2.52

O N/A

% of Employees Paid Family Living Wage

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

a wing wage for a farmy.
Please exclude students and interns in this calculation.
○<75%
O 75-89%
● 90-99%
O 100%
○ N/A
Points Earned: 1.68 of 2.52
% Above the Minimum Wage
What percentage above the legal minimum wage does your lowest-paid hourly employee earn?
Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.
Sensitive
Initiatives To Increase Wages and Benefits
If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or

O Yes

industry?

○ No

N/A - Living wage already exists

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

Points Available: 1.26

Compensation Policies and Practices

Points Earned: 0.79 of 1.26

four answers determine which future questions in the assessment are applicable to your company. Cost of living adjustments that match inflation rates of the country Bonuses or profit-sharing Employee ownership opportunities None of the above Coints Earned: 0.42 of 1.26 Employees Receiving a Bonus What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year? 0% 1-24% 25-49% 50-74% 75-99% 100% N/A
Bonuses or profit-sharing Employee ownership opportunities None of the above Points Earned: 0.42 of 1.26 Employees Receiving a Bonus
Employees Receiving a Bonus What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year? 0% 01-24% 025-49% 050-74% 075-99% 100% N/A
None of the above Points Earned: 0.42 of 1.26 Employees Receiving a Bonus What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year? 0% 01-24% 025-49% 050-74% 075-99% 0100% N/A
Employees Receiving a Bonus What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year? O% O1-24% O25-49% O50-74% O75-99% O100% N/A
Employees Receiving a Bonus What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year? O% O1-24% O25-49% O50-74% O75-99% O100% N/A
What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year? 0% 1-24% 25-49% 50-74% 75-99% 100% N/A
monetary bonus in the last fiscal year? ○ 0% ○ 1-24% ○ 25-49% ○ 50-74% ○ 75-99% ○ 100% ○ N/A
 ○ 1-24% ○ 25-49% ○ 50-74% ○ 75-99% ○ 100% ○ N/A
 ○ 25-49% ○ 50-74% ○ 75-99% ○ 100% ○ N/A
○ 50-74%○ 75-99%○ 100%○ N/A
○ 75-99%● 100%○ N/A
● 100%○ N/A
○ N/A
Points Earned: 1.26 of 1.26
Significance of Bonuses
What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?
O No bonus payout, or no bonus plan
○ 5% or less
O 5-10%
● 10-15%
O 15-20%
O >20%
O Bonuses were paid to non-executive workers, despite the company not earning a profit

% Participation in Employee Ownership

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

Select N/A if	vour company is a	consumer/shared	services coop	erative, a p	roducer coo	perative or a	nonprofit.
0010011117111	, car corriparity to c	c oonloannon on an oa	00111000 0000	oracivo, a p		poracivo or a	1101101101161

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

Points Available: 1.26

Retirement Programs

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

✓ Government-sponsored pension or superannuation plans

✓ Private Pension or Provident Funds

Plan that specifically includes Socially-Responsible Investing option

☐ None of the above

Points Earned: 1.26 of 1.26

Financial Services for Employees

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

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

Points Earned: 0.47 of 0.63

Health, Wellness, & Safety

OPERATIONS

7.8

Government Provision Of Healthcare

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

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

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

O <75%

O 75-84%

085-94%

95%+

Points Earned: 0.95 of 0.95

Supplementary Health Benefits

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

Only select benefits the company pays the majority of costs to all full-time tenured workers. Select Other if the company covers less than 50% of the expenses for the benefits listed or other benefits offered.

✓ Disability coverage or accident insurance
☐ Life insurance
Private dental insurance
Private supplemental health insurance
Other - please describe
☐ None of the above

Points Earned: 0.24 of 0.95

Supplementary Health Benefits Eligibility for Part-Time Workers

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

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4).

Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment

✓ Part-time workers are eligible to participate at time of hire

Part-time workers are only eligible if they work more than 20 hours a week

✓ Part-time workers are eligible even if they work less than 20 hours a week

We do not offer supplementary health benefits to part-time workers

N/A - We don't have part-time employees

Points Earned: 0.95 of 0.95

Health and Wellness Initiatives

What health and wellness initiatives or policies does your company offer beyond insurer-provided programs?

Check all that apply.

☑ We sponsor and encourage workers to participate in health and wellness activities during the workweek (e.g. walking or steps
programs)
Use offer 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)
✓ Employees have access to behavioral health counseling services, web resources, or Employee Assistance Programs
Spouses, partners, or children of employees are provided access to behavioral health counseling services, web resources, or
Employee Assistance Programs
✓ We have policies and programs in place to prevent ergonomic-related injuries in the workspace
Over 25% of workers have completed a health risk assessment in the last twelve months
✓ Management receives reports on aggregate participation in worker wellness programs
Other - please describe
Company does not offer any formal health and wellness initiatives
Points Earned: 0.95 of 0.95

Worksite Characteristics

What safety processes are in place at all of your company worksites?

✓ At the beginning of every shift, a briefing with front-line workers is held to share new information or discuss the work for the day
✓ Results of hazard analyses or routine activities are documented
✓ Potential hazards are identified, analyzed, and managed when new materials or equipment are purchased or new processes are implemented

☐ Workers have written permission to shut down unsafe processes

Points Earned: 0.95 of 0.95

☐ None of the above

Management Commitment to Health and Safety

Points Earned: 0.95 of 0.95

What are your company practices regarding management's commitment to worker health and safety?

Select those that apply to all company worksites.	
✓ We have a written safety and health policy to minimize on-the-job employee accidents and injuries	
Safety and health is integrated into our overall management planning process, and workers are involved in safety planning, re	esourc
allocation, audits, etc.	
Safety and health concerns are communicated through regular safety and health trainings	
✓ We have specific safety and health program goals and objectives, with specific indicators to measure progress	
Senior management addresses safety issues through written communications or in company gatherings at least quarterly	
✓ We have a formal safety reporting system for employees to submit their safety concerns	
Our safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors	
We participate in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection	ion
Program)	
□ N/A - No manufacturing or wholesale facilities	
☐ None of the above	
Points Earned: 0.95 of 0.95	
Health and Safety Audit Practices	
Your company's practices related to inspections and audits include:	
Select those that apply to all company worksites.	
✓ A written procedure for performing safety and health inspections	
 A written procedure for performing safety and health inspections Routine safety and health inspections at least quarterly 	
	s,
✓ Routine safety and health inspections at least quarterly	S,
✓ Routine safety and health inspections at least quarterly ✓ Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis)	s,
✓ Routine safety and health inspections at least quarterly ✓ Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis employee concerns, sampling results from inspections)	S,
 ✓ Routine safety and health inspections at least quarterly ✓ Use of information discovered through analyses to improve safety processes (e.g. baseline hazards analysis, incident analysis employee concerns, sampling results from inspections) ✓ Documentation of results of the routine inspections 	S,

Tracking Hazards

When eliminating and tracking hazards, your company:
Select those that apply to all company worksites.
☐ Follows the preferred hierarchy to eliminate or control the hazard (first engineering, then administrative, then work practices, and
finally Personal Protective Equipment)
✓ Regularly assesses use of Personal Protective Equipment (PPE)
Conducts follow-up studies to ensure that hazard controls are adequate
✓ Documents and addresses hazard controls in appropriate procedures (e.g. safety and health rules, inspections, training, etc.)
☐ None of the above
Points Earned: 0.64 of 0.95
Controlling Worker Exposure to Hazardous Material
How has your company assessed and managed worker exposure to hazardous materials?
Assessment indicates some exposure, but we have taken no action to date
 Assessment indicates some exposure, and we have implemented a mitigation and control strategy
O Assessment indicates no exposure
O We have not conducted an assessment
Points Earned: 0.32 of 0.48
Indoor Air Quality Audits
What is included in your company's annual indoor air quality audit of all company facilities?
Select all options that apply.
☐ No smoking within 25 feet of building entrances
☐ Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1
☐ Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3
Operations and maintenance manual for ventilation equipment compliant with ASHRAE Standard 62.1
☐ HVAC filters compliant with ASHRAE Standard 52.2 or ISO 16890
☐ Temperature and relative humidity levels (PMV and PPD) in compliance with ASHRAE Standard 55 EN-16798 or ISO 7730
☐ Written IAQ complaint response policy
✓ None of the above
Points Available: 0.95

Evaluating Health and Safety Practices

What is included in your company's measurement and evaluation practices in relation to occupational safety and health?

Select those that apply to all company worksites.

A standardized third-party safety management system (e.g. ISO 18001, BS 8800)

A safety position, safety committee, or safety program representative who reports to a 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

Transparency of injury or illness trends and trend data to all workers

An annual evaluation of the safety and health system that includes senior management in the evaluation

An employee safety recognition program

Regular Safety Perception Surveys to engage with workers

None of the above

Points Earned: 0.95 of 0.95

Career Development

OPERATIONS

2.1

Professional Development Policies and Practices

Does your company provide any of the following training opportunities to workers for professional development?

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

✓ We have a formal onboarding process for new employees
✓ We offered ongoing training on core job responsibilities to employees within the last year
✓ We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
☐ We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
☐ We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
☐ We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online
trainings)
We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional
licensures)

Points Earned: 0.16 of 0.41

☐ None of the above

Amount of Training for New Hires
What was the average amount of training that a newly hired worker received in the past twelve months?
Use average of both full-time and part-time employees.
○ No training
On-the-job training (one day to one week)
On-the-job training (one week to one month)
O Apprenticeship or technical training (over one month)
○ N/A - No new hires during the last 12 months
Points Earned: 0.14 of 0.41
Management Training
What management training and coaching do new and existing managers regularly receive?
Check all that apply.
✓ Providing ongoing praise and corrective feedback
Conflict negotiation and resolution
Group dynamics and optimal team functioning
Performance evaluation systems
✓ Other - please describe
□ None of the above
Points Earned: 0.27 of 0.41
Employee Review Process
Which of the following is included or applies to your company's formal process for providing performance feedback to employees?
Check all that apply.
Dragge has a regular ashedula and is conducted at least annually

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

Points Earned: 0.66 of 0.82

Internal Promotions What percentage of employees has been internally promoted within the last 12 months? Exclude material owners in your calculation. 00% 01-5% 06-15% 0 15%+ Points Earned: 0.41 of 0.41 **Intern Hiring Practices** How does your company manage the hiring and treatment of interns? Check all that apply. If there is no third party living wage calculated for your country of operations, please do not select "payment of a living wage." We have a formalized policy or program outlining the objectives of internships or internship programs for participants We partner with education institutions to provide internship opportunities or work-study programs ✓ We pay interns a living wage Our interns receive formal performance reviews Our interns have a formal opportunity to provide feedback on experience We have hired interns on as full-time permanent employees in the past two years Intern tenures are restricted to not exceed one year if interns are not currently enrolled in school ☐ None of the above N/A - Our company does not employ interns Points Earned: 0.41 of 0.41 **End of Employment Support**

What are your formal company policies regarding employee termination and layoffs?

We have a policy to provide written notice of employee performance prior to termination

✓ We have a policy to provide performance improvement plans or stated corrective time periods prior to termination.

✓ We have a policy to provide at minimum 2+ weeks of severance per year of employment

We provide outplacement services for terminated employees

We don't have written termination or severance policies

Points Earned: 0.13 of 0.21

Career Development (Hourly)

OPERATIONS

Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

0%1-24%25-49%

O 50%+

O Don't know

Points Earned: 0.07 of 0.21

Hours Spent on Training

On average, approximately how much time did each worker spend on dedicated, job-related training or education in the past twelve months?

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

O 1-5 hours

0 6-10 hours

O 11-20 hours

21+ hours

O Don't know

Points Earned: 0.21 of 0.43

Engagement & Satisfaction

OPERATIONS

2.5

Employee Handbook Information

What is included in your company's written and accessible employee handbook?
✓ A non-discrimination statement
✓ An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
✓ A statement on work hours
✓ Policies on pay and performance issues
✓ Policies on benefits, training and leave
✓ Grievance resolution process
✓ Disciplinary procedures and possible sanctions
✓ A neutrality statement regarding workers' right to bargain collectively and freedom of association
✓ Prohibition of child labor and forced or compulsory labor
☐ We have no written employee handbook
Points Earned: 0.33 of 0.33
Paid Secondary Caregiver Leave
Vhat secondary parental leave policies are available to your workers, either through your company or a government program?

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn" for further instructions.

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

Points Earned: 0.40 of 0.67

Supplementary Benefits

what supplementary benefits are provided to a majority of non-managerial workers?
Including full time and part time employees. Please check all that apply.
On-site childcare
Off-site subsidized childcare
✓ Free or subsidized meals
Policy to support breastfeeding mothers
✓ Other - please describe
☐ None of the above
Points Earned: 0.60 of 1.33
Worker Empowerment
How does your company engage and empower workers?
✓ We have formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve compan
practices
✓ We have processes in place to provide input from employees prior to operational and/or strategic policy or practice changes
✓ Employee complaint / input mechanisms are reviewed at least every other year, with input from employees themselves into the
process
Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
☐ We have adopted open book management or self-management principles within the workplace
☐ Workers have opportunity to elect member(s) to the Board of Directors
Other - please describe

Points Earned: 0.50 of 0.67

None of the above

Surveying and Benchmarking Engagement and Attrition

Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways?

Your answers determine which future questions in the assessment are applicable to your company.
✓ We calculate employee attrition rate
✓ We benchmark employee attrition rate to relevant benchmarks
✓ We regularly (at least once a year) conduct employee satisfaction or engagement surveys
☐ We benchmark employee satisfaction to relevant industry benchmarks
☐ We disaggregate calculations based on different demographic groups to identify trends
✓ We outperform industry benchmarks on attrition
☐ We outperform industry benchmarks on satisfaction
☐ None of the above
Points Earned: 0.67 of 0.67
Departed Employees
Number of full-time and part-time workers that departed or left the company in the last twelve months
Enter 0 if None.
Number of full-time and part-time workers that departed or left the company in the last twelve months Sensitive
☐ We do not track this
Points Available: 0.00
Employee Satisfaction
What percent of your employees are "Satisfied" or "Engaged"?
Select N/A if satisfaction or engagement is not formally surveyed.
<a>
O 65-80%
O 81-90%
O 90%+
○ N/A
Points Available: 1.33

Engagement & Satisfaction (Hourly)

OPERATIONS

2.1

Number of Paid Days Off
What is the annual minimum number of paid days off (including holidays) for full-time employees?
○ 0-8 work days
O 9-15 work days
O 16-20 work days
O 21-25 work days
○ 25+ work days
Points Earned: 0.46 of 0.46
Paid Primary Caregiver Leave for Hourly Workers
What primary parental leave policies apply to your hourly workers, either through your company or a government program?
If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).
Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
✓ Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
3-6 weeks of primary parental leave (or equivalent) is fully paid
✓ 6-12 weeks of primary parental leave (or equivalent) is fully paid
12-18 weeks of primary parental leave (or equivalent) is fully paid
☐ 18+ weeks of primary parental leave (or equivalent) is fully paid
Primary caregivers receive less than 4 weeks off or no time off for parental leave
Points Earned: 0.32 of 0.46
Flexible Scheduling for Hourly Employees
How does your company manage the scheduling process for hourly workers?
☐ We have a minimum work hours policy for hourly employees.
We have a written policy that worker preference must be incorporated into scheduling (e.g. self-scheduling, honoring worker
preferences to work certain shifts or certain days)
☐ We share employee schedules two weeks or more in advance
✓ Worker schedules are kept consistent from week to week
Our management (or enabling technology) facilitates exchange of hours if an employee is not able to commit to a shift
Other - please describe
☐ None of the above
Points Earned: 0.31 of 0.92

Worker Flexibility Options

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.
✓ 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
Points Earned: 0.17 of 0.23
Collective Bargaining
What percentage of your employees are covered by a collective bargaining agreement?
O<65%
O 65-80%
O 81-90%
○ >90%
O N/A - company is a cooperative or has other self-management mechanisms for employees
Points Earned: 0.46 of 0.46
Attrition Rate for Hourly Workers
What percentage of full-time and part-time hourly workers left the company during the last twelve months?
Sensitive

Community

OPERATIONS

Community Impact Area Introduction

0.0

Community Oriented Impact Business Model

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

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

O Yes

O No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS

3.3

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

- ✓ We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- ✓ We don't ask about incarceration history during our application process
- We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- We actively recruit through organizations or services that serve individuals from underrepresented populations
- ✓ We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- ☐ None of the above

Points Earned: 0.44 of 0.61

Diverse Ownership and Leadership

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

Please select all that apply.

Led by a woman
Led by an individual from an underrepresented racial or ethnic minority
Led by another underrepresented individual (veterans, LGBT, etc.)
✓ Majority owned by women
$\hfill \square$ Majority owned by individuals from underrepresented racial or ethnic minorities
Majority owned by other underrepresented individuals (veterans, LGBT, etc.)

Points Earned: 0.61 of 0.61

☐ None of the above

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

✓ We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or	
Inclusion Committee)	
☐ We offer trainings for all employees on topics related to diversity, equity, and inclusion	
We have voluntary employee resource or affinity groups	
Our facilities are designed to meet accessibility requirements for individuals with physical disabilities	
Our facility restrooms are gender-neutral or gender-inclusive	
We have programs in place to provide mentorship, apprenticeships, or internships for individuals from underrepresented group	errepresented groups
☐ We accommodate learning or emotional disabilities in work processes and workplace policies	
☐ None of the above	
Points Earned: 0.12 of 0.61	
Management of Diversity, Equity, and Inclusion	
How does your company manage and improve your workplace diversity and inclusivity?	
☑ We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track	< the
diversity of our workforce	
✓ We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors	s
✓ We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implement	ted
equal compensation improvement plans or policies	
Ue analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necess	ary,
have implemented corrective actions for inequitable results	
Use specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups	
☐ None of the above	
Points Earned: 0.45 of 0.61	
Measurement of Diversity	
What attributes of a diverse workforce does your company track, either through anonymous surveys	s or
other methods legal in your jurisdiction?	
collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.	
Socioeconomic status (as determined by low income residence, education level, etc.)	
☐ Race or ethnicity	
✓ Gender	
✓ Age	
Other - please describe	

Points Earned: 0.30 of 0.61

None of the above

Women Workers
How many of your non-managerial workers identify as women?
O _{0%}
O _{1-9%}
O 10-24%
○ 25-39%
O 40-49%
○ 50%+
O Don't know
Points Earned: 0.40 of 0.61
Age Diversity in Workforce
What percentage of your workforce is either under the age of twenty four or over the age of fifty?
O _{0%}
● 1-9%
O 10-19%
O 20-29%
○30%+
O Don't Know
Points Earned: 0.10 of 0.61
High to Low Pay Ratio
What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?
○ >20x
○ 16-20x
○ 11-15x
○ 6-10x
○ 1-5x
Points Available: 0.61

Female Management
How many of your company managers identify as women?
○ 0%
O 1-9%
O 10-24%
25-39%
O 40-49%
○ 50%+
O Don't know
○ N/A
Points Earned: 0.40 of 0.61
Management from Underrepresented Populations
How many of your company managers identify as from another underrepresented social group?
If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.
○ 0%
O 1-9%
O 10-19%
O 20-29%
○30%+
Opn't know
Points Available: 0.61
Female Directors
How many of your company Board Directors identify as women?
○ 0%
O 1-9%
O 10-24%
© 25-39%
O 40-49%
○ 50%+
O Don't know
○ N/A
Points Earned: 0.40 of 0.61

Directors from Underrepresented Populations How many of your company Board Directors identify as from another underrent

How many of your company Board Directors identify as from another underrepresented social group? If collecting this type of demographic data is not legal in your jurisdiction, select N/A. 00% 01-9% 010-19% 020-29% \bigcirc 30%+ Opn't know O N/A Points Available: 0.61 **Supplier Diversity Policies or Programs** Does your company have any of the following policies or programs in place to promote diversity within your supply chain? We track diversity of ownership among our suppliers We have a policy to give preferences to suppliers with ownership from underrepresented populations We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership We have a formal program to purchase and provide support to suppliers with diverse ownership None of the above ✓ N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations Points Available: 0.30 **Supplier Ownership Diversity** What percentage of your purchases were from companies that are majority-owned by women or individuals from underrepresented populations? 00% 01-9% 010-24% 025-39% 040-49% 050%+ O Don't Know

Points Earned: 0.08 of 0.61

Geographic Structure and Scope

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.

Colart has operations facilities in UK, France, USA, and China, as well as smaller sales and marketing offices in The Netherlands, Germany, Spain & Italy. In total we employ 1087 employees, with 144 located at our London Head Office, 344 at our manufacturing facility in Le Mans, France, and 284 at our manufacturing facility in Tianjin, China. In total we manage 13 facilities, including operations, manufacturing and sales and marketing.

Points Available: 0.00

Job Growth Rate

What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.

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

0% (no growth on a net basis)
 1-5%
 6-15%
 >15%

Points Available: 2.35

New Jobs Added Last Year

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

Last twelve months:

Last twelve months: 34

We do not track this

Non-accredited Investor Ownership What percentage of the company is owned by individuals who would qualify as non-accredited investors? 0% 01-4% 05-14% 0 15-24% 025%+ O Don't know Points Available: 1.18 **Local Ownership** Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce? "Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town. O Yes O No O Don't know Points Available: 1.18 **National Sourcing** What percentage of your company's Cost of Goods Sold (including value-adding activities) was spent within the country of operations, from in-country registered companies or national citizens? 00%

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

Points Earned: 0.88 of 1.18

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should
generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.
☐ Written preference at each facility to purchase from local suppliers
☐ Formal targets or goals for the amount of local purchasing
✓ Ready-to-use lists of preferred local suppliers and 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)
☐ No written local purchasing or hiring policies in place
Points Earned: 0.29 of 0.59
Spending on Local Suppliers
What percentage of your company's expenses (excluding labor) was spent with independent suppliers
local to the company's headquarters or relevant facilities in the last fiscal year?
Please click "Learn More" to understand how to answer this question.
<20%
O 20-39%
O 40-59%
○ 60%+
O Don't know
Points Available: 1.18
Impactful Banking Services
What characteristics apply to the financial institution that provides the majority of your company's
banking services?
Certified CDFI or national equivalent social investment organization
Certified B Corporation
☐ Member of the Global Alliance for Banking on Values
Cooperative bank or credit union
Local bank committed to serving the community
☐ Independently owned bank
✓ None of the above

Corporate Citizenship Program

How does your company take part in civic engagement?	
Your answers determine which future questions in the assessment are applicable to your company.	
✓ Financial or in-kind donations (excluding political causes)	
✓ Community investments	
✓ Community or pro-bono service	
Advocacy for adopting improved social or environmental policies or performance	
✓ Partnerships with charitable organizations or membership with community organizations	
☐ Discounted products or services to qualified underserved groups	
Free use of company facilities to host community events	
Equity or ownership in the company granted to a nonprofit	
Other - please describe	
☐ None of the above	
Points Earned: 0.55 of 0.55	
Community Service Policies and Practices	
How does your company manage employee community service?	
☐ We have hosted or organized company service days in the last year	
✓ The company offers paid time off for community service	
20 hours or more a year of paid time off	
✓ Our company monitors and records total volunteer hours	
✓ Our company has set community service or pro-bono targets	
Other - please describe	
□ None of the above	
and the above	
Points Earned: 0.55 of 0.55	
% of Employees Volunteer Service	
What percentage of employees took paid time off for volunteer service last year?	
O _{0%}	
○ 1-24%	
O 25-49%	
O 50-74%	
O 75%+	

Points Earned: 0.28 of 1.10

O Don't know

Total Amount of Volunteer Service Hours

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.

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

2128

We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or probono time in the reporting period?

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

00%

0.1-0.5% of time

0.6-1% of time

0 1.1-2% of time

2%+ of time

O Don't know

Points Earned: 0.37 of 1.10

Charitable Giving and Community Investment Policies and Practices

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

✓ We have a formal statement on the intended social or environmental impact of our company's philanthropy

☐ We have a formal donations commitment (e.g. 1% for the planet)

We match individual workers' charitable donations

We allow our workers or customers to select charities to receive our company's donations

We have screening practices for charitable contributions or impact measurement mechanisms for our community investments

☐ None of the above

Points Earned: 0.50 of 0.55

Relative Input for Community Investments

f you use an independent methodology to measure total commitment to community investment, what the equivalent % of revenue contributed in the form of community investment?	
O None	
© Less than 0.1% of revenues	
O 0.1-0.4% of revenues	
O 0.5-0.9% of revenues	
O 1-1.9% of revenues	
O>2%	
Points Earned: 0.14 of 1.10	
% of Revenue Donated	
What was the equivalent percentage of revenue donated to charity during the last fiscal year?	
Please include tax deductible in-kind donations but do not include pro bono time.	
O No donations last fiscal year	
○ Less than 0.1% of revenue	
O 0.1-0.4% of revenue	
O 0.5-0.9% of revenue	
O 1-1.9% of revenue	
O 2%+ of revenue	
O Don't know	
Points Earned: 0.44 of 2.21	
Total Amount of Charitable Donations	
Total amount (in currency terms) donated to registered charities in the last fiscal year	
Report with the currency specified in "Reporting currency" for this metric.	
Total amount (in currency terms) donated to registered charities in the last fiscal year Sensitive	
☐ We do not track this	
Points Available: 0.00	

Advancing Social and Environmental Performance

Advancing occial and Environmental Lenormance		
How has your company worked with its stakeholders (including competitors) to improve be performance on social or environmental issues in the past two years?	havior or	
We have worked with other industry players on a cooperative initiative on relevant social and environmental standa industry	rds for our	
✓ We have provided data or contributed to academic research on social or environmental topics		
✓ We participate in panel presentations or other public forums on social or environmental topics		
We provide public resources for other businesses or stakeholders on improving social or environmental performance	ce	
Other - please describe		
☐ None of the above		
Points Earned: 0.28 of 0.28		
Supply Chain Management	OPERATIONS 5.3	
Significant Supplier Descriptions		
Please select the types of companies that represent your Significant Suppliers:		
All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approxi	mately 80% of	
non-labor costs. Select all that apply.	•	
☐ Product Manufacturers		
Professional Service Firms (Consulting, Legal, Accounting)		
☐ Independent Contractors		
☐ Marketing and advertising		
Office Supplies		
☐ Benefits Providers		
☐ Technology		
✓ Raw materials		
Farms		
✓ Other - please describe		
Points Available: 0.00		
Social or Environmental Screening of Suppliers		
Does your company screen or evaluate Significant Suppliers for social and environmental in	mpact?	
This question determines the set of supplier-focused questions your company will respond to.		
Yes		

Points Available: 0.00

 \bigcirc No

Supplier Screen Topics

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

Compliance with all local laws and regulations, including those related to social and environmental performance
Good governance, including policies related to ethics and corruption
Positive practices beyond what is required by regulations (e.g. environmentally-friendly manufacturing process, excellent labor
practices)
✓ Third-party certifications related to positive social and/or environmental performance
Other - please describe
☐ We have no formal screening process in place
Points Earned: 0.62 of 0.62
Supplier Evaluation Practices
What methods does your company use to evaluate the social or environmental impact of your suppliers?
☐ We share policies or rules with suppliers but we don't have a verification process in place
✓ We require suppliers to complete an assessment we designed
✓ We use third-party risk or impact assessment tools (Sedex, BIA)
☐ We conduct routine audits or reviews of suppliers at least every two years
☐ We have third parties conduct routine audits or reviews of suppliers at least every two years
Other (please describe)
☐ None of the above
Points Earned: 0.62 of 0.62
Outsourced Staffing Services
Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?
Your answers determine which future questions in the assessment are applicable to your company.
Yes
\bigcirc No
Points Available: 0.00

Outsourced Staffing Screening Topics

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

our answers determine which future questions in the assessment are applicable to your company.
✓ Compliance with all local laws and regulations
✓ Compliance with international human rights and labor standards (for employees and contractors)
✓ Payment at or above industry benchmarks
Payment of a living wage (for employees and contractors)
Employee benefits provided
✓ Professional development opportunities
Other labor practices
☐ None of the above
□ N/A
Points Earned: 0.29 of 0.31
% of Outsourced Services Accountable to Code of Conduct?
% of Outsourced Services Accountable to Code of Conduct? What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized
What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question?
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What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question? O% O1-20% O21-49% O50-74% O75-99%

Screening / Monitoring for Services

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

Your answers determine which future questions in the assessment are applicable to your company.
✓ Company shares policies or rules with subcontractors but does not have a verification process in place
Company requires subcontractors complete self-designed assessment
Company utilizes third party risk or impact assessment tools (BIA)
Company conducts routine audits/reviews of subcontractors at least every two years
Company has third parties conduct routine audits/reviews of subcontractors at least every two year
Other
☐ None of the above
Points Earned: 0.03 of 0.31
% of Outsourced Staffing Services Screened / Monitored
What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question?
● 0%
O 1-20%
O 21-49%
O 50-74%
O 75-99%
O 100%
○ N/A
Points Available: 1.23
Suppliers in Low-Income Communities
What percentage of your Significant Suppliers is located in low-income communities or create employment opportunities for other chronically underemployed populations?
O<10%
O 10-19%
O 20-30%
○30%+
Opon't Know
Points Available: 0.31

Supplier Code of Conduct

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

suppliers accountable for social and environmental performance:
Your answers determine which future questions in the assessment are applicable to your company.
Yes
○ No
Points Earned: 0.62 of 0.62
Supplier Code of Conduct Topics
What areas of social and environmental performance are specifically included in your company's
Supplier Code of Conduct policy?
☑ Bribery, corruption, and fraud
✓ Working hours
☐ Freely chosen employment
Compensation
✓ Child labor
✓ Freedom of association
✓ Health and safety
✓ Use of materials
☐ Product's environmental impact
✓ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
□ N/A - No Supplier Code of Conduct
Points Earned: 0.31 of 0.31
% of Suppliers Accountable to Code of Conduct
What % of your suppliers (on a currency basis) are accountable to the formalized code of conduct or
requirements described in the previous question?
○ 0%
O 1-20%
© 21-49%
O 50-74%
O 75-99%
O 100%

Points Earned: 0.46 of 1.23

O N/A

Disclosure of Suppliers What percentage of Significant Suppliers (on currency basis) are made transparent on your company's website? 0% 01-49% 050-79% 080%+ O Don't know Points Available: 0.62 Support for Improved Supply Chain Social or Environmental Performance How does your company encourage improved social and environmental performance among your suppliers? We provide incentives for suppliers with strong social and environmental performance We set goals and expectations with suppliers to improve their social and environmental performance We provide resources to suppliers to improve their social and environmental performance Other - please describe ✓ None of the above Points Available: 0.62 **Improving Impact of Suppliers** Does the company have any of the following policies or programs to improve the social and/or environmental impact of suppliers, either in cases of noncompliance or more broadly? Company formulates corrective action or improvement plans with goals for continuous improvement of their supplier performance Company requires a specific time period for suppliers to make changes to remediate code of conduct non-compliance or otherwise terminates contract Company provides training and/or resources on improving social or environmental performance to suppliers, either from the company itself or through a third party Company provides training and/or resources to its own staff, focused on managing their own practices and relationships with suppliers to enable the suppliers to improve their performance Company has participated in collaborative initiatives with other companies to help improve the social or environmental impact of their supply chain Company incentivizes social and environmental performance or improvement through contract terms, prices, or other means Company has achieved quantifiable improvements on social or environmental performance of its supply chain Other ☐ None of the above

Points Earned: 0.05 of 0.31

% of Suppliers with Programs to Improve Impact For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply? 00% 0 1-20% 021-49% 050-74% O 75-99% 0 100% O N/A Points Earned: 0.15 of 1.23 **Length of Supplier Relationships** What is the average tenure of your company's relationships with suppliers? O Average tenure of supplier relationships is less than 24 months. O Average tenure of supplier relationships is greater than 24 months. O Average tenure of supplier relationships is greater than 60 months. O Average tenure of supplier relationships is greater than 96 months. Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations. O Don't Know Points Earned: 0.62 of 0.62 **Support for In Need Suppliers** Does your company do any of the following to support small scale or other in-need suppliers? We review suppliers for potential training needs We have a formal education or support program for selected suppliers ☑ We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers We pay 30 days payable outstanding to small scale suppliers A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys) We have a formal grievance mechanism to address complaints and resolve disputes Other (please describe)

Points Earned: 0.21 of 0.62

None of the above

Social or Environmental Purchases

What percentage 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?

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

Points Earned: 0.15 of 0.62

Environment

Environment Impact Area Introduction

OPERATIONS

0.0

This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material, positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

_	asinose modeli.	
	Through an innovative 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	

Points Available: 0.00

Description of Positive Environmental Product / Service Impact

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

FSC certified wood in products

Environmental Product or Service Impact

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

Companies should earn revenue from the product or service that has an environmental impact. Please do not include pro bono efforts within this section.

• The impact is created by a revenue-generating product/service line (e.g. selling non-toxic cleaning products, sustainability consultancy)

The impact is created by the company's daily operations (e.g. using non-toxic cleaning products in the company's headquarters) and not the core product/service

Points Available: 0.00

Environmental Product Benefits

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes.

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

Points Available: 0.00

Land/wildlife Conservation Overview

Tell us more about how your product or service conserves natural resources

FSC certified wood in products (brushes, canvas, paper) that ensures proper stewardship of forests where wood is sourced from

Direct Impact on Land / Wildlife Conservation

Is land/wildlife conservation, beyond what is required by law, a direct positive environmental impact of your product or service?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

Yes

O No, it is an indirect result of one of the other answers selected in the question "Environmental Product Benefits"

Points Available: 0.00

Environmental Management

OPERATIONS

4.2

Green Building Standards

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

<20%</p>

020-49%

○ 50-79%

080%+

O N/A

Points Available: 0.80

Facility Improvement with Landlord

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

Energy efficiency improvements

☐ Water efficiency improvements

Waste reduction programs (including recycling)

☐ None of the above

✓ N/A - Company does not lease majority of facilities

Environmental Purchasing Policy Topics

Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following?
☐ Building and construction
☐ Carpets
☐ Cleaning
☐ Electronics
☐ Fleets
☐ Food or food services
☐ Landscaping
☐ Meetings and conferences
☐ Office supplies
✓ Paper
Product input materials
✓ Other - please describe
☐ We don't have an environmentally preferable purchasing policy
Points Earned: 0.43 of 0.80

Environmental Management Systems

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

Please check all that apply.

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

Points Earned: 1.60 of 1.60

Environmentally Certified Products

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

the same of the sa
Select N/A only if there is no physical product being sold.
O _{0%}
● 1-24%
O 25-49%
O 50-74%
O 75%+
○ N/A
Points Earned: 0.20 of 0.80
Product Design for the Environment
Which of the following practices are in place to integrate environmental considerations (DFE) into the design of products and services?
✓ Source reduction employed in reducing materials use in products
Standardized product components or parts to maximize useful life via disassembly or reprocessing
☐ Identified resource content on manufactured items to enable eventual recycling
Program that facilitates maintenance, servicing, and reassembly of company's own products
Program wherein company takes back similar products from other manufacturers for disassembly or reprocessing
Company participation in a product reclamation program established by another party
Other - please describe
☐ None of the above
Points Earned: 0.27 of 0.80
Type of Footprint Assessments
Has the company's footprint assessments included any of the following?
Assessment conducted for upstream supply chain only
Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)
Formal life cycle assessments conducted internally
✓ Formal life cycle assessments conducted or verified by a third party
Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environmental
Profiles, GHG Protocol or Carbon Disclosure Project)
Company has a life cycle based certification or equivalent (Cradle to Cradle)
Other
☐ None of the above

Points Earned: 0.26 of 0.40

% of Products with Type of Footprint Assessment
What % of your products have undergone the specific type(s) of environmental footprint assessment selected in the previous question?
○ 0%
1-20%
O 21-49%
O 50-74%
O 75-99%
O 100%
○ N/A
Points Earned: 0.20 of 1.60
Assessment Conducted of Environmental Footprint of Value Chain
Have you conducted a formal assessment to measure the environmental footprint of your value chain
(including supply chain, product usage, and end-of-life) that covers the following topics?
☐ Impacts on biodiversity
✓ Impacts on climate (Scope 3 Carbon Emissions)
✓ Toxin or hazardous material impact
✓ Land preservation (including material extraction)
✓ Water supply
Other
☐ None of the above
Points Earned: 0.64 of 0.80
Management of Material Environmental Impact in Value Chain
How has your company utilized the results of your environmental footprint assessment to manage and
minimize your overall impact?
Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified
across value chain and product lines
Company has set public targets or commitments to reduce material value chain and product impacts over time
Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
Other
☐ None of the above (No EIA conducted)

Points Earned: 0.53 of 0.80

Impact of Product Usage

Which of the following are true regarding practices in place to manage and minimize the impact of product usage?		
☐ Company has conducted studies of consumer behavior and/or disposal to understand impact of product ☐ Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) life products ☐ Company has created partnerships and/or marketing campaigns to engage customers or other post products.	time of related competitive	
minimize environmental footprint of usage		
✓ Other		
☐ None of the above		
Points Earned: 0.16 of 0.80		
Air & Climate	operations 5.1	
Monitoring Energy Usage		
Does your company monitor, record, or report its energy usage?		
Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future questions in the assessment are applicable to your company.		
☐ We do not currently monitor and record usage		
☐ We monitor and record usage but have set no reduction targets		
☐ We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced,	etc.) that are being monitored	
✓ We monitor usage and have set absolute reduction targets regardless of company growth		
☐ We have met specific reduction targets during the reporting period		
Points Earned: 0.42 of 0.57		
Total Energy Use		
Total energy used (Gigajoules) during the last 12 months:		
Total energy used (Gigajoules) during the last 12 months: 22849 We do not track this		
Points Available: 0.00		

Total Renewable Energy Use

Total energy used from renewable resources (Gigajoules) during the last 12 months:
Total energy used from renewable resources (Gigajoules) during the last 12 months: 8926
☐ We do not track this
Points Available: 0.00
Renewable Energy Usage
What percentage of energy use is produced from renewable sources?
Include electricity and other energy consumption from heating, hot water, etc.
O _{0%}
O 1-24%
© 25-49%
O 50-74%
O 75-99%
O 100%
○ Don't Know
Points Earned: 0.11 of 0.28
Low Impact Renewable Energy Use
What percentage of energy use is produced from low-impact renewable sources?
Include electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated
renewable energy.
O _{0%}
O 1-24%
© 25-49%
O 50-74%
O 75-99%
O 100%
○ Don't know
Points Earned: 0.45 of 1.13

Facility Energy Efficiency

,,
For what systems has your company used energy conservation or efficiency measures for a majority of your corporate facilities (by square feet) in the past year?
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 describe
None of the above
□ N/A - We utilize virtual office
Points Earned: 0.11 of 0.57
Energy Use Reductions
Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much?
Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption from heating, hot water, etc.
O _{0%}
● 1-4%
○ 5-9%
O 10-14%
O 15-20%
○ >20%
O Don't know
Points Earned: 0.23 of 1.13
Monitoring Greenhouse Gas Emissions
How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?
Your answers determine which future questions in the assessment are applicable to your company.
☐ We do not currently monitor and record emissions
☐ We regularly monitor and record emissions but have not set any reduction targets
✓ We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5%
reduction of GHGs from baseline year)
We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to
address climate change

Points Earned: 0.28 of 0.57

 $\hfill \Box$ We have achieved carbon neutrality

 $\hfill \Box$ We have met the specific reduction targets set during this reporting period

Total Scope 1 GHGs
Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:
Scope 1: 723
☐ We do not track this
Points Available: 0.00
Total Scope 2 GHGs
Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:
Scope 2: 139
We do not track this
Points Available: 0.00
Total Scope 3 GHGs
Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:
Scope 3: 2270
We do not track this
Points Available: 0.00
Monitoring Air Emissions
How does your company monitor and manage your significant air emissions?
O Company does not currently monitor and record emissions
Ocompany monitors and records emissions (no reduction targets)
Ocompany monitors emissions and has specific reduction targets
Ocompany monitors emissions and has met specific reduction targets during the reporting period
○ Eliminated emissions of this by-product entirely ○ N/A
Points Earned: 0.14 of 0.57

Carbon Intensity

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

Please measure intensity in metric tons of CO2/\$million of revenue. Please use USD to accurately evaluate the answer option.

O Manufacturing: >950 / Utilities: >6,000

O Manufacturing: 751-950 / Utilities: 5,001-6,000

O Manufacturing: 601-750 / Utilities: 4,001-5,000

O Manufacturing: 451-600 / Utilities: 3,001-4,000

O Manufacturing: 301-450 / Utilities: 2,001-3,000

O Manufacturing: 151-300 / Utilities: 1,001-2,000

Manufacturing: 0-150 / Utilities: 0-1,000

O Don't know

Points Earned: 0.57 of 0.57

Carbon Intensity

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

Please use USD to accurately evaluate the answer option.

O Manufacturing: >950 / Utilities: >6,000

O Manufacturing: 751-950 / Utilities: 5,001-6,000

O Manufacturing: 601-750 / Utilities: 4,001-5,000

O Manufacturing: 451-600 / Utilities: 3,001-4,000

O Manufacturing: 301-450 / Utilities: 2,001-3,000

O Manufacturing: 151-300 / Utilities: 1,001-2,000

O Manufacturing: 1-150 / Utilities: 1-1,000

O Manufacturing: 0 / Utilities: 0

O Don't know

Points Earned: 1.13 of 1.13

Greenhouse Gas Emissions Reduced

What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?
● 0%
O 1-4%
O 5-9%
O 10-14%
O 15-20%
O 20%+
○ Don't Know
Points Available: 1.13
Reducing Carbon Emissions from Transportation
Does the company currently use any of the following specific practices to reduce carbon emissions from transportation?
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
Points Earned: 0.57 of 0.57
Ton Miles Reduction
Have you reduced the ton miles (relative to revenues) of your distribution and supply chain, and if so, by how much?
Calculate by comparing ton-miles from the year prior or annualized from a baseline year.
O _{0%}
● 1-9%
O 10%-20%
O 21-50%
O > 50%

Points Earned: 0.14 of 0.57

 \bigcirc Not tracked / Unknown

Supply Chain GHG Management

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

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis). ✓ We don't track or evaluate greenhouse emissions from our supply chain We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain We set targets for reducing greenhouse gas emissions through our supply chain We have seen a reduction in GHG emissions in our supply chain in the last twelve months We have achieved a carbon-neutral supply chain Points Available: 0.57 Offsetting Supplier GHG Emissions What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits? 0 01-24% 025-49% 050-74% 75-99% 0 100% O Don't know Points Available: 1.13 **Supply Chain GHG Improvement** What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain? We collaborate with or require suppliers to collect data and report on greenhouse gas emissions We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations) We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)

Points Available: 0.57

✓ None of the above

We audit and provide help to suppliers to complete corrective actions

Reducing Impact of Travel/Commuting

neducing impact of fraver/commuting
Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting?
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
Points Earned: 0.57 of 0.57
Sourcing % of COGS from Local Suppliers
What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?
Sourcing of COGS Local to Customers
○0%
● 1-9%
O 10-19%
O 20-29%
○ 30%+
○ Don't know
Points Earned: 0.28 of 1.13
Sourcing % raw materials from Local Suppliers
What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end
product was used during the last fiscal year?
Raw materials (in currency terms) grown or harvested
By company or local independent suppliers.
● 0%
O 1-9%
O 10-19%
O 20-29%
○ 30%+

Points Available: 1.13

O Don't know

Managing Impact of Transportation

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

Please check all that apply.
Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
Utilize strategic planning software to minimize fuel usage and shipping footprint
☐ Train drivers and handlers in fuel efficient techniques
✓ Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
Other - please describe
☐ None of the above
Points Earned: 0.19 of 0.57
% GHG Emissions Offset
f your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2
GHG emissions were offset?
GHG emissions were offset?
O 0%
○ 0% ○ 1-24%
○ 0% ○ 1-24% ○ 25-49%
○ 0%○ 1-24%○ 25-49%○ 50-74%
 ○ 0% ○ 1-24% ○ 25-49% ○ 50-74% ○ 75-99%
 ○ 0% ○ 1-24% ○ 25-49% ○ 50-74% ○ 75-99% ○ 100%

Water OPERATIONS 2.8

Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Your answers determine which future questions in the assessment are applicable to your company.
☐ We do not currently monitor and record water usage
☐ We regularly monitor and record water usage but have not set any reduction targets
✓ We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of
water usage from baseline year)
We have met specific reduction targets set during this reporting period
Points Earned: 0.40 of 0.80
Total Water Use
Total water use (liters) during the last 12 months
Total water use (liters) during the last 12 months 33571000
☐ We do not track this
Points Available: 0.00
Water Conservation Practices
What water conservation methods have been implemented at the majority of your corporate offices or
plant facilities:
Please check all that apply.
✓ Low-flow faucets, taps, toilets, urinals, or showerheads
Grey-water usage for irrigation
☐ Low-volume irrigation
☐ Harvest rainwater
Other - please describe
☐ None of the above
□ N/A - Our company has a virtual office
Points Earned: 0.27 of 0.80

What % of water used by the company is harvested on site or is from recycled sources? **O O** 01-24% 025-49% 050-74% O 75-99% 0 100% O Don't Know Points Available: 1.60 **Monitoring Toxic Wastewater** Which of the following describes how the company monitors hazardous and toxic wastewater? Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination. O Company does not currently monitor and record emissions O Company monitors and records emissions (no reduction targets) Ocompany monitors emissions and has specific reduction targets Ocompany monitors emissions and has met specific reduction targets during the last fiscal year O Eliminated emissions of this by-product entirely O N/A Points Earned: 0.40 of 0.80 **Water Use Practices** Regarding water use, does your company practice the following within the facilities you owned or leased? 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

Water Harvested On-Site or From Recycled Sources

Points Earned: 0.53 of 0.80

% Water Returned to Table with Same Quality

What % of the water used by your company is returned to the watershed at the same or better quality than when it was withdrawn?

.e	e. % of water treated
	O _{0%}
	O 1-24%
	O 25-49%
	○ 50-74%
	O 75-99%
	O 100%
	○ N/A
	○ Don't Know
Po	oints Earned: 1.20 of 1.60
S	Supply Chain Water Management
Н	ow does your company track and manage the water footprint of your supply chain?
Or	nly select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).
	✓ We do not track the water footprint of our supply chain
	We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water
	usage
	☐ We have targets for reducing water footprint through our supply chain
	☐ We have seen a reduction of our water footprint in our supply chain in the past twelve months
	☐ We have verified that all water use in supply chain is science-based and sustainable
Po	oints Available: 0.80
S	Supply Chain Water Improvement
	hat practices has your company implemented for a majority of suppliers (on a cost basis) to reduce ne water footprint of your supply chain?
	We collaborate with or require suppliers to collect data and report on water footprint
	We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations
	in context of water scarcity)
	We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and
	surveys, collaborating in industrywide surveys)
	☐ We audit and provide help to suppliers to complete corrective actions
	✓ None of the above

Land & Life 5.8

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production? Your answers determine which future questions in the assessment are applicable to your company. We do not currently monitor and record waste production We regularly monitor and record waste production but have not set any reduction targets ✓ We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year) We regularly monitor and record waste produced and have set a zero waste target We have met the specific reduction targets set during this reporting period We produce zero waste to landfill / ocean Points Earned: 0.31 of 0.62 Non-hazardous Waste Generated Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months 456 ☐ We do not track this Points Available: 0.00 **Total Waste Disposed** Waste Disposed (metric tonnes) during the last 12 months Waste Disposed (metric tonnes) during the last 12 months 66 We do not track this Points Available: 0.00 **Total Waste Recycled** Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months 390 We do not track this Points Available: 0.00

Recycling Programs 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? 0<20% O 21-40% O 41-60% 061-80% >80% Points Earned: 0.62 of 0.62 **Waste Reduction Programs** Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste? Yes O No Already maximized - we have achieved Zero Waste Points Earned: 0.62 of 0.62 **Supply Chain Waste Management** How does your company track and manage waste in your supply chain? Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis).

We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste

We don't track the solid waste impacts of our supply chain

We have set targets for reducing solid waste in the supply chain

We have achieved zero waste or a closed-loop supply chain

We have seen a reduction of waste produced in our value chain in the past twelve months

production

Supply Chain Waste Improvement

waste in your supply chain?
☐ We collaborate with or require suppliers to collect data and report on waste production
☐ We screen or require suppliers to meet standards related to solid waste production
☐ We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
☐ We audit and provide help to suppliers to complete corrective actions
✓ None of the above
Points Available: 0.62
Environment Impact Packaging
How does your company minimize the environmental impact of the packaging of your products?
Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.
✓ We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental
impact
✓ We have source-reduced packaging within the last two years
Un packaging materials are certified to meet independent standards for environmental impact
Unr packaging is recyclable and provides instructions on how to recycle it correctly
✓ Our packaging is non-toxic
✓ Our packaging materials are designed to have less overall environmental impact than common alternatives
☐ None of the above
□ N/A - Our products do not have packaging materials
Points Earned: 0.49 of 0.62
% of Recyclable/Biodegradable Materials
What % of material (by volume) is made of recyclable (and labeled as such) or biodegradable materials
n the areas where they are sold (product + packaging)?
O<20%
O 20-49%
O 50-74%
○ 75-99%
O 100%
O Don't Know
○ N/A
Points Available: 0.62

Controlling Community Exposure to Emissions

Points Earned: 0.06 of 0.62

, — , — — — — — — — — — — — — — — — — —
Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?
○ We have not conducted an assessment
Assessment indicates some exposure, but we have taken no action to date
Assessment indicates some exposure, and we have implemented a mitigation and control strategy
O Assessment indicates no exposure
Points Earned: 0.21 of 0.31
% of Environmentally Preferred Input Materials
What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?
O<20%
O 20-49%
O 50-74%
O 75-99%
O 100%
Opn't Know
O N/A - We do not sell a physical product
Points Available: 1.23
Programs to Reduce End of Life Waste
Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?
Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
Company has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
Company takes back similar products or packaging from other companies as part of its reclamation program
Company includes information about their reclamation programs on product labels / packaging
Company includes information about their reclamation programs in advertising campaigns
Company has achieved circularity (no waste created) in its products and packaging
✓ Other
None of the above

Monitoring Hazardous Waste How does your company monitor and manage your hazardous waste production? Company does not currently monitor and record emissions Company monitors and records emissions (no reduction targets) Company monitors emissions and has specific reduction targets We regularly monitor and record emissions and have set a zero hazardous waste target Company has met specific reduction targets during the reporting period Eliminated emissions of this by-product entirely Points Earned: 0.31 of 0.62 **Total Hazardous Waste Produced** Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 878 ☐ We do not track this Points Available: 0.00 **Reducing Waste** Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods? The past two years The past two years 3 ☐ We do not track this Points Available: 0.00 **Hazardous Waste Disposal** Can your company verify that your hazardous waste is always disposed of responsibly? This includes batteries, paint, electronic equipment, etc. Yes O No O N/A - We have eliminated hazardous waste Points Earned: 0.62 of 0.62

Tracking Chemicals in the Supply Chain

Does your company do any of the following to track chemicals in the supply chain for the majority of materials?

Please check all that apply.
☐ 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
Points Earned: 0.62 of 0.62
Chemical Reduction Methods
Chemical Reduction Methods Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?
Which of the following environmentally preferred products have been purchased for the majority of your
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? Non-toxic janitorial products
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? Non-toxic janitorial products Unbleached / chlorine free paper products
Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? Non-toxic janitorial products Unbleached / chlorine free paper products Soy-based inks or other low VOC inks

Points Earned: 0.15 of 0.62

Chemical Management

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

Company has completed a study of all materials (including scarce metals and minerals) in product and chemicals to 1000ppm leve
✓ 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
Points Earned: 0.62 of 0.62

Supply Chain Chemical Management

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

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

We don't track toxins or hazardous waste in our supply chain

- ✓ We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks of toxins and/or production of hazardous waste
- ✓ We have set targets for reducing toxins and hazardous waste in our supply chain
- We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Earned: 0.62 of 0.62

Supply Chain Chemical Improvement

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

- ✓ We collaborate with or require suppliers to collect data and report on chemicals
- We screen or require suppliers to meet standards related to toxins or hazardous waste
- We provide support or resources to reduce toxins in the supply chain (e.g.online tools, applying questionnaires and surveys, collaborating in industrywide surveys)
- We audit and provide help to suppliers to complete corrective actions

☐ None of the above

Points Earned: 0.62 of 0.62

Supply Chain Biodiversity Management

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

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis). ✓ We don't evaluate our supply chain impact on biodiversity We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity We set targets for reducing impact on biodiversity through our supply chain We have verified that our supply chain creates no (or positive) biodiversity impact Points Available: 0.62 **Supply Chain Biodiversity Improvement** What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity? We collaborate with or require suppliers to collect data and report on biodiversity impact We screen suppliers to fit good biodiversity practices We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)

Points Available: 0.62

✓ None of the above

Land/wildlife Conservation - Impact Business Model

We audit and provide help to suppliers to complete corrective actions

IMPACT BUSINESS MODELS

0.4

This IBM section is applicable if your company's products/services preserve or restore natural environments and/or protect animals (e.g. reforestation, sustainably harvested agriculture, protected parks)

Land/wildlife Conservation Description

Which of the following product or service descriptions apply?

ur answer to this unscored question is combined with other answers to automatically calculate your score in this section of the			
assessment.			
O Product or service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation			
(e.g. humane certified eggs)			
OProduct or service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (e.g.			
FSC certified paper; MSC seafood; shade-grown coffee)			
O Product or service directly prevents environment/ecosystem degradation (e.g. protected parks; wildlife management services)			
O Product or service improves natural environments previously damaged by degradation (e.g. reforestation; endangered species repopulation)			
O These descriptions do not apply to our company's product/service (Skip the remainder of this section)			
Points Available: 0.00			
Revenue from Land/wildlife Conservation			
What were your total revenues last fiscal year from the previous products or services?			
Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.			
What were your total revenues last fiscal year from the previous products or services? 3.3 We do not track this			
Points Available: 0.00			
Tracking Environmental Metrics			
Which of the following environmental metrics does your company track regarding the environmental impact of your product or service?			
You will be asked to report each environmental metric selected			
CO2 saved/offset by product/service (metric tons)			
☐ Liters of water saved/offset by product/service			
☐ Number of wildlife species protected/saved			
☐ Metric tons of waste saved from landfill or incineration			
☐ Number of hectares protected			
✓ None of the above			
Points Available: 0.00			

Management of Land/wildlife Conservation

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

Please select all that apply.
☐ We have formally defined the outcomes sought by our product or service and have developed a theory of change for them
We have based our impactful product or service business model on established secondary research that demonstrates potential
impact
We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or
delivering our products or services
We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our
beneficiaries
We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our
beneficiaries
We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to
intentional positive effects
We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficient
than possible, or to produce other negative effects
✓ None of the above
Points Available: 1.07

Innovative Land/wildlife Conservation

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

n/a

Points Available: 0.00

Customers

Customers Impact Area Introduction

OPERATIONS

0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

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



ONo

Points Available: 0.00

Customer Focus of Product or Service

Is the social or economic problem addressed by your product/service one that is faced directly by your customers and/or your clients' beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured.



O No, customers support in our ability to produce a positive social/economic impact, but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, we sell fair trade products to our customers, we sell environmentally beneficial products to our customers)

Points Available: 0.00

Positive Impact of Product/Service

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

The art supplies produced and sold by our company enable artistic expression and promote positive social impacts

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact you indicate you are creating. Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal) Umproved or maintained health and wellness (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses) Improved education or skills development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software) Uncreased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market) ☐ Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising platforms, nonprofit accounting services) Uncreased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting) ☑ Increased access to arts, media, or culture (e.g. independent media, artisanal crafts, photography, information services) Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies or software, roads, bridges, railways, ports, building and construction materials not previously available) None of the above Points Available: 0.00

Arts, Media & Culture Overview

Please tell us more about how your product or service promotes the arts, sciences or media.

We produce and sell fine art products that encourage artists of all ages and abilities to continue with their artistic expression and promote positive social impacts. Additionally, our business model is developed around true artist creation, supporting artists and promoting the value of art in society. This can be shown through our partnership with The Fine Art Collective (who work with art students), our continuous artist residency's (such as the Liquitex sponsored "Just Imagine" residency in Italy), our donation of stock to schools and charitable organisations, and our general commitment to promoting a creative lifestyle (as seen in our Mission Statement).

Impact on Underserved Populations

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

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model. Our products or services directly support underserved populations Our products or services support organizations that directly support underserved populations O Don't know O None of the above Points Available: 0.00 **Total Customer Organizations Total Number of Customers** Organizations served in the last 12 months: Organizations served in the last 12 months: ✓ We do not track this Points Available: 0.00 **Total Customer Individuals Total Number of Customers** Individuals served in the last 12 months: Individuals served in the last 12 months:

Points Available: 0.00

We do not track this

Customer Stewardship

OPERATIONS

3.0

Managing Customer Stewardship

Managing Sustainer Stewardship
Does your company do any of the following to manage the impact and value created for your customer or consumers?
☐ We offer product / service guarantees, warranties, or protection policies
✓ We have third party quality certifications or accreditations
✓ We have formal quality control mechanisms
✓ We have feedback / customer service feedback or complaint mechanisms
✓ We monitor customer or consumer satisfaction
✓ We assess the outcomes produced for our customers through the use of our product or service
☐ We have written policies in place for ethical marketing, advertisement, or customer engagement
✓ We manage the privacy and security of client / customer data
☐ None of the above
Points Earned: 0.38 of 0.38
Product Accreditations and Certifications
What % your products or services have been reviewed and certified by an accreditation body focused
on quality?
This can include process certifications like ISO9000 or industry specific quality accreditations.
\bigcirc 0%
O 1-9%
O 10-24%
O 25-49%
O 50-74%
O 75-99%
● 100%
○ N/A
Points Earned: 0.77 of 0.77
Quality Assurance
Do you use an established third party methodology to manage quality assurance for your products or services?
Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc
O No.

Points Earned: 0.38 of 0.38

Supplier Quality Assurance Reviews What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits? 0-49% 050-62% 063-75% O >75% Points Available: 0.77 **Feedback and Complaint Channels** Are any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints? ✓ Products and/or websites feature customer service contact information ✓ Product / service reviews are made available in their entirety to public Company responds to all direct inquiries or complaints within a month of receipt Company offers live time support to customers Other None of the above Points Earned: 0.29 of 0.38 **Monitoring Customer Satisfaction and Retention** Which of the following are true of your company with regards to customer or client satisfaction and/or

retention?

✓ Company monitors customer satisfaction
✓ Company shares customer satisfaction internally within the company
Company shares customer satisfaction publicly
✓ Company has specified targets for customer / client satisfaction
✓ In the last year, company has achieved specified targets for satisfaction
☐ None of the above

Points Earned: 0.31 of 0.38

Managing Product Impacts		
Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?		
 □ Company regularly monitors customer outcomes and well-being ✓ Company has formal program to incorporate customer testing and feedback into product design ✓ Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects) □ Other □ None of the above 		
Points Earned: 0.26 of 0.38		
Data Usage and Privacy		
Does your company have any of the following to address data usage and privacy issues?		
 ✓ Company has a formal publicly available data and privacy policy ✓ Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private) ✓ All customers have option to decide how their data can be used ✓ Company's all email list building and email marketing strategies are GDPR compliant Other None of the above N/A - Company does not collect sensitive data 		
Points Earned: 0.38 of 0.38		
Data Security Management		
Does the company have any of the following practices to ensure security of private data?		
✓ Data privacy is included in company wide risk management compliance processes ✓ All employees with access to data are trained on data privacy policies ✓ Company has a formal code of conduct that defines unauthorized uses of data ✓ Internal audits of data security		
External audits of data security		

Points Earned: 0.29 of 0.38

None of the above

Other

☐ Simulated hacks on data security

N/A - Company does not collect sensitive data

This IBM section is applicable if your company's products/services promote or preserve art, cultural heritage, or civic engagement (e.g. independent journalism, artisanal crafts, photography)

Arts, Media & Culture Product Description

Which of the following product or service descriptions best fit your company?

while to the following product of service descriptions best it your company:
Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.
O Product or service supports or preserves culture (e.g. creation of artisanal handicrafts, supporting cultural events, preserving historic production methods)
OProduct or service offers, creates, or enables the creation of original art
O Product or service has a core purpose of independent journalism
O Product or service has a core purpose of civic engagement or civil-society focused media
O These descriptions do not apply to our company's product/service
Points Available: 0.00
Revenue from Art, Media, & Culture
What were your total revenues last fiscal year from the previous products or services?
Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.
What were your total revenues last fiscal year from the previous products or services? .
Points Available: 0.00
Tracking Beneficiaries
Does your company track the amount of any of the following beneficiary categories served?
You will be asked to report the # of beneficiaries reached for each category selected
☐ Individuals
Households
☐ Communities
Businesses or nonprofit organizations
Governments
✓ None of the above
Points Available: 0.00

Management of Arts, Media, & Culture

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

Select all that apply. We have formally defined the outcomes sought by our product or service and have developed a theory of change for them We have based our impactful product or service business model on established secondary research that demonstrates potential impact We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications) We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects None of the above Points Earned: 0.27 of 1.07

Innovative Arts, Media, & Culture Product

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

We have some of the oldest and most respected brands on the planet. The only thing deeper than our roots is our belief that art makes a difference and what we do gives people the opportunity to express themselves and explore their creativity. No matter what his or her ambitions, everyone can be an artist. The oldest brand in our portfolio, Lefranc Bourgeois, was founded 300 years ago, and is still manufactured in France. Winsor & Newton, which was founded in 1832, has been used by respected artists JMW Turner, Picasso and David Hockney to name but a few. In 1841 Queen Victoria commissioned Winsor & Newton to create the Series 7 brush and granted Winsor & Newton the first Royal Warrant. Liquitex invented the first water-based acrylic paint back in 1955 and has been innovating ever since with additions to their portfolio.

Points Available: 0.00

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Tobacco

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tobacco

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Firearms Weapons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Firearms, weapons or munitions

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Disclosure Pornography

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pornography

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Points Available: 0.00

Disclosure Fossil Fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Mining

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Mining

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Disclosure Nuclear Power or Hazardous Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Nuclear power, radioactive materials or hazardous waste

Please also select "Yes" if your company serves clients in this industry

O Yes



Points Available: 0.00

Disclosure Prisons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Prisons

Please also select "Yes" if your company serves clients in this industry

O Yes



Points Available: 0.00

Disclosure Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

O Yes



Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

O Yes



Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Monoculture agriculture O Yes ON Points Available: 0.00 **Disclosure Genetically Modified Organisms** Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Genetically modified organisms Please also select "Yes" if your company serves clients in this industry O Yes No Points Available: 0.00 **Disclosure Biodiversity Impacts** Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.) O Yes No Points Available: 0.00 **Disclosure Energy and Emissions Intensive Industries** Please indicate if your company is involved in the production, operation, trade, or sale of any the

following:

Energy- and emissions-intensive industries

O Yes No

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

O Yes

No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

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



Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

O Yes

O No

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

O Yes

No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

O Yes

No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

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

We manufacture using various chemicals, pigments and resins, to produce high quality fine art paint. Animal hair is used for the manufacture of our professional artists brushes.

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

Please indicate if your company engages in any of the following practices:

Company is not formally registered in accordance with all relevant regulations and requirements

If your company is a formally registered business, select "No."

O Yes

No

Tax Reduction Through Corporate Shells

Please indicate if your company engages in any of the following practices: Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments O Yes ON Points Available: 0.00 **Operates in conflict zones** Please indicate if your company engages in any of the following practices: Company operates in conflict zones O Yes No Points Available: 0.00 Sale of Data Please indicate if your company engages in any of the following practices: Company sells or provides access to consumer or user data O Yes ON Points Available: 0.00 Facilities located in sensitive ecosystems

Please indicate if your company engages in any of the following practices:

Company facilities are located adjacent to or in sensitive ecosystems

O Yes

No

Animal Testing Please indicate if your company engages in any of the following practices: Company's products are tested on animals O Yes No Points Available: 0.00 **Marketing of Breastmilk Substitutes** Please indicate if your company engages in any of the following practices: Marketing of breastmilk substitutes O Yes No Points Available: 0.00 Activities against freedom of association/collective bargaining Please indicate if your company engages in any of the following practices: Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment O Yes ON O Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

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

O Yes

No

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

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

O Yes

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

Please indicate if your company engages in any of the following practices:

Company employs individuals on zero-hour contracts

O Yes

No

Points Available: 0.00

Company workers are prisoners

Please indicate if your company engages in any of the following practices:

Company uses workers who are prisoners

O Yes

No

Points Available: 0.00

Company Employs Workers Under Age 15 (Or Other ILO Minimum Age)

Please indicate if your company engages in any of the following practices:

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

O Yes

No

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

O Yes

O No

Points Available: 0.00

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

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

O Yes

No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

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

n/a

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

ON O

Litigation or Arbitration Please indicate if your company has experienced any of the following in the past 5 years: Litigation or arbitration against company either ongoing, settled, or found against the company Yes O No Points Available: 0.00 Company has filed for bankruptcy Please indicate if your company has experienced any of the following in the past 5 years: Company has filed for bankruptcy O Yes No Points Available: 0.00 **Bribery, Fraud, or Corruption** Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following: Bribery, fraud, or corruption O Yes ON Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior



No

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans
○ Yes
No No
Points Available: 0.00
Political Contributions or International Affairs
Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:
Political contributions or international affairs
○ Yes No
Points Available: 0.00
Labor Issues
Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:
Labor issues (including safety and discrimination)
○ Yes ● No
Points Available: 0.00
Recalls
Please indicate if your company has experienced any of the following in the past 5 years:
Recalls due to quality control issues
○ Yes
No

Breaches of Confidential Information Please indicate if your company has experienced any of the following in the past 5 years: Breaches of individual privacy and/or losses of individual confidential data O Yes O No Points Available: 0.00 **Consumer Protection** Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following: Consumer protection (including product safety and marketing claims) O Yes No Points Available: 0.00 **Significant Layoffs** Please indicate if your company has experienced any of the following in the past 5 years: Company has had layoffs of more than 20% of the workforce O Yes ON

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

No

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

Points Available: 0.00

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

○ Yes

O No

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

O Yes

O No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

O Yes

No

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

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

N/A

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor

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

Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor

○ Yes	
No	
O Don't Know	

Points Available: 0.00

Suppliers in Conflict Zones

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

Operation in conflict zones

O Yes

No

Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities

O Yes

O No

O Don't Know

Suppliers Negative Environmental Impact

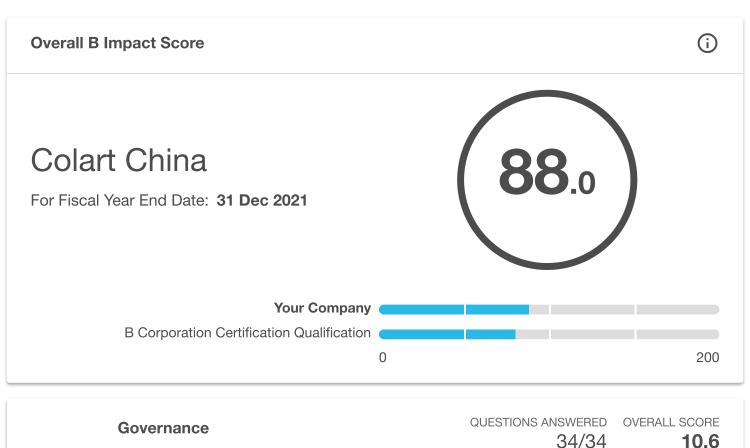
Please indicate if any of the following statements are true regarding your company's suppliers:

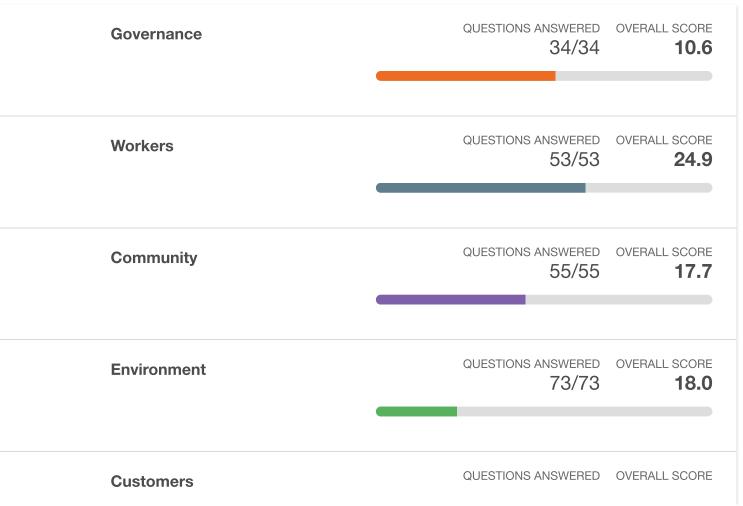
Practices or outcomes that produced substantial negative environmental impact

O Yes
No

O Don't Know







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SCORE COMPLETION VERSION NAME SECTOR COMPANY SIZE

88.0 100% 6 Active Assessment Manufacturing 250-999

OPERATIONS

Mission & Engagement

2.8

Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes. Ocreating positive social or environmental impact is not a focus for our business OWe occasionally think about the social and environmental impact of some aspects of our business, but not frequently. We frequently consider our social and environmental impact, but it isn't a high priority in decision-making. We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business. O We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability. Points Available: 0.00 Mission Statement Characteristics Does your company's formal, written corporate mission statement include any of the following? A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply. No social or environmental commitment A general commitment to social or environmental responsibility (e.g. to conserve the environment) A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development) A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products) A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers) We have no written mission statement

Points Earned: 0.14 of 0.29

Mission Statement

Please share the text of your formal mission statement here.

To be a sustainable home of leading creative brands

Social and Environmental Decision-Making

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

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

Employee training that includes social or environmental issues material to our company or its mission

Manager roles with job descriptions that explicitly incorporate social and environmental performance

Performance reviews that formally incorporate social and environmental issues

Compensation and job descriptions of executive team members that include social and environmental performance

Board of Directors review of social and environmental performance

We measure our externalities in monetary terms and incorporate them into our financial balances

Other - please describe

None of the above

Social and Environmental Management Reviews

What percentage of full-time managers had a formal written performance evaluation in the last year that included social or environmental goals?

 \bigcirc 0

01-49%

050-99%

0 100%

Points Earned: 0.57 of 0.57

Mission-driven Executive Compensation

Which of your executives have their compensation tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

None

Our CEO or President

Senior managers reporting to the CEO or President

Points Earned: 0.57 of 0.57

Board Review of Social or Environmental Performance

Does the Board of Directors or equivaler	t governing body review your company's social or
environmental performance on at least a	n annual basis?

ONE and describe a
O No, our Board doesn't review that
O Yes, the Board receives a general update on the company's social or environmental performance
• Yes, the Board reviews key performance indicators (KPIs) on the company's social or environmental performance
O N/A - Our company has no Board of Directors or equivalent governing body

Points Earned: 0.57 of 0.57

Stakeholder Engagement

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

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

Points Available: 0.29

Management of Material Social and Environmental Issues

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

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

Points Earned: 0.54 of 0.57

Identification of Material Issues

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

Packaging, Wellbeing, Carbon Footprint, Quality, Innovation, Digital, Regulatory

Points Available: 0.00

Ethics & Transparency

OPERATIONS

5.3

Governance Structures

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

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

Points Earned: 0.39 of 0.39

Governing Body Characteristics

Which of the following apply to your company's Board of Directors?

Please check all that apply.

- ✓ Meets at least twice annually
- ☐ Meets at least quarterly
- ✓ Includes at least one independent member
- ☐ Includes at least 50% independent members
- ✓ Oversees executive compensation
- Has an Audit Committee with at least one independent member
- Has a Compensation Committee with at least one independent member
- Company is a cooperative and elects Board from membership
- ☐ None of the above
- □ N/A no Board of Directors

Points Earned: 0.29 of 0.39

Governing Body Stakeholder Representation

Does your company's Board of Directors have voting seats representing:				
Select all that apply.				
✓ Executive employees				
☐ Non-executive employees				
Community expertise (e.g. local university representative)				
☐ Environmental expertise (e.g. environmental nonprofits)				
Customers				
☐ None of the above				
□ N/A - no Board of Directors				
Points Available: 0.19				
Governing Body Responsibilities				
Does your company's Board of Directors have written responsibility for:				
Please check all that apply.				
Guiding corporate strategy, setting strategic goals, and creating major plans of action				
Approving annual budgets, overseeing major capital expenditures, and general risk management				
Other				
☐ None of the above				
□ N/A - no Board of Directors or equivalent				
Points Earned: 0.19 of 0.39				
Conflict of Interest Questionnaire				
Do all Board members and officers complete an annual conflict of interest questionnaire?				
Yes				
○ No				
O N/A - No Board of Directors or equivalent				
Points Earned: 0.19 of 0.19				

Code of Ethics

What is required by your company's Code of Ethics?
✓ Prohibition of bribes in any form, including kickbacks or gifts, on any portion of contract payments or soft dollar practices ✓ Formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships □ Public disclosure of financial and in-kind contributions to political parties, politicians, lobby groups, charitable organizations, and advocacy groups □ Other - please describe □ None of the above □ N/A - No Code of Ethics
Points Earned: 0.26 of 0.39
Instruction on Code of Ethics
How does your company instruct employees regarding your Code of Ethics on behavioral expectations or beneated or ibery, and corruption?
Please check all that apply.
 ✓ We instruct the Board of Directors on the Code at least annually ✓ We instruct all newly hired workers on the Code ✓ We instruct managers on the Code on an ongoing basis
☑ We instruct all non-managerial workers on the Code on an ongoing basis
✓ We communicate changes to the Code whenever it is updated
Other - please describe
☐ No Code of Ethics or equivalent, or no training on the Code
Points Earned: 0.39 of 0.39
Breached Code of Ethics Breachment Policy
n cases where there are material breaches to your company's Code of Ethics, what actions are formal outlined for your company?
✓ Breaches, including case details, are reported to Board of Directors
☐ Breaches, including case details, are reported publicly
✓ Reported breaches are investigated promptly via independent party
✓ 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

Points Earned: 0.39 of 0.39

Anti-Corruption Practices

Which of the following anti-corruption reporting and prevention systems are in place? ✓ Written employee whistle-blowing policy with confidentiality policy Circulation of whistle-blowing policy to all employees and business partners Communication of the anti-corruption system at least annually to the relevant internal and external stakeholders Annual training on the anti-corruption system Providing supporting tools and guidance (e.g. self-assessment survey for high-risk departments) Anonymous mechanisms to report concerns and grievances Individual or department oversight with direct access to Board of Directors We take part of a collective action/coalition with governments, community-based organizations, NGOs and other businesses to act against corruption Other - please describe None of the above Points Earned: 0.31 of 0.39 **Monitoring Ethics and Corruption** Does your company do any of the following with regard to monitoring and reporting on your anticorruption programme? Responsibility for the monitoring has been clearly assigned and resources have been made available Mechanisms are in place for continuous monitoring (internal employee self-evaluations, automated controls monitoring) ✓ The management of the company (e.g. Board of Directors, Audit Committee) review the results of internal and external reviews and ensure that required changes are implemented in an appropriate and prompt manner ✓ External independent assurance is conducted to provide further security to management and stakeholders regarding the

Regular reporting announcements about the program are made at least annually to relevant internal and external stakeholders

Points Earned: 0.39 of 0.39

None of the above

effectiveness of the anti-corruption programme

(workshops, CEO announcement, newsletter)

Financial Reporting Standards

i illanolai ricporting otanaaras
Which financial reporting standards did your company comply with in the last fiscal year?
IFRS, the International Financial Reporting Standards (via the International Accounting Standards Board)
OGAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
O Local accounting standard (via local independent standard setting body)
Other - please describe
O None of the above
O N/A - Our company is pre-revenue
Points Earned: 0.77 of 0.77
Reviewed / Audited Financials
What type of individual or entity conducted the review of your company's financials?
O Locally-accredited auditing firm or CPA/CFA
Internationally-accredited auditing firm or CPA/CFA
O None, finances were neither audited nor reviewed
Points Earned: 0.19 of 0.19
Financial Controls
Does your company maintain any of the following financial controls?
Please check all that apply.
☑ 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, with any identified internal control deficiencies communicated to Board of
Directors and senior management
Lines of financial reporting, responsibilities, and limits for the authorization, approval, and verification of disbursements are all
documented in writing
Financial control activities are documented, and at a minimum, cover controls around cash disbursement, accounts receivable,
accounts payable, and inventory management

Points Earned: 0.39 of 0.39

None of the above

Company Transparency

What information does the company make publicly available and transparent?

Your answers determine which future questions in the assessment are appl	licable to vour company
Tour answers determine which future questions in the assessine it are appr	illable to your company.

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

Points Earned: 0.39 of 0.39

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Earned: 0.39 of 0.39

Impact Reporting

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

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

Points Earned: 0.39 of 0.39

This section asks for your company to provide important financial information that will be referenced later in the assessment.

Last Fiscal Year

On what date did your last fiscal year end?

If your company has not yet completed its first fiscal year, please put your anticipated fiscal year end date.

On what date did your last fiscal year end? 31 Dec 2021

Points Available: 0.00

Reporting Currency

Select your reporting currency

OBritish Pound - GBP

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

If your company has not yet completed its first fiscal year, please put \$0

From the fiscal year before last

Sensitive

☐ We do not track this

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

This question will be used for scored calculation questions later in the assessment. Please complete for accurate scoring. If your company has not yet completed its first fiscal year, please put \$0

From the last fiscal year

Sensitive

We do not track this

Points Available: 0.00

Net Income Last Year	
Net Income	
From the last fiscal year	
If your company has not yet completed its first fiscal year, please put \$0 From the last fiscal year We do not track this Points Available: 0.00	
Net Income Year Before Last	
Net Income	
From the fiscal year before last From the fiscal year before last Sensitive We do not track this	
Points Available: 0.00	
Payments to Government	
Payments to government in the last fiscal year	
Select N/A if company is pre-revenue. Payments to government in the last fiscal year 8749000 We do not track this	
Points Available: 0.00	
	IMPACT DURINESS MODELS

Mission Locked - Impact Business Model

IMPACT BUSINESS MODELS

2.5

Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership

Mission Lock

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

This question is related to the legal requirement for Certified B Corps. Click "Learn" for more information and resources about this requirement.

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

Points Earned: 2.50 of 10.00

Workers

Workers Impact Area Introduction

OPERATIONS

0.0

This section identifies who should be considered a "worker" in the B Impact Assessment and reports your worker-related metrics. It also identifies whether your company is designed to deliver a specific, material, positive impact for its workers, and if so, opens the Worker Impact Business Model section that is most applicable.

Majority Hourly vs. Salaried Workers

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

This is a REQUIRED question that determines the set of additional questions your company will respond to regarding your employee impact.

O Fixed Salary

O Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

Your answers determine which future questions in the assessment are applicable to your company.
✓ Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
Yes, we hire individual independent contractors who are contracted to work 20+ hours per week for the company indefinitely, or for
longer than a 6 month period
☐ While we utilize independent contractors, they do not work for us greater than 20 hours per week for longer than a 6 month period
☐ None of the above
Points Available: 0.00
Workers Impact Business Model Introduction
Is your company structured to benefit its employees in either of the following ways?
Your answers determine which future questions in the assessment are applicable to your company.
Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
✓ None of the above
Points Available: 0.00
of Full Time Workers
Number of Total Full-Time Workers
Current Total Full-Time Workers
Please click "Learn More" to understand how to answer this question.
Current Total Full-Time Workers 214
☐ We do not track this
Points Available: 0.00

of Full Time Workers Last Year Number of Total Full-Time Workers Total full-time workers twelve months ago Please click "Learn More" to understand how to answer this question. Total full-time workers twelve months ago 221 ☐ We do not track this Points Available: 0.00 # of Part Time Workers Number of Total Part-Time Workers **Current Total Part-Time Workers** Please click "Learn More" to understand how to answer this question. Current Total Part-Time Workers 0 We do not track this Points Available: 0.00 # of Part Time Workers Last Year Number of Total Part-Time Workers Total part-time workers twelve months ago Please click "Learn More" to understand how to answer this question. Total part-time workers twelve months ago 0 We do not track this Points Available: 0.00 # of Temporary Workers Number of Total Temporary Workers **Current Total Temporary Workers** Please click "Learn More" to understand how to answer this guestion. Current Total Temporary Workers 99 ☐ We do not track this Points Available: 0.00

of Temporary Workers Last Year Number of Total Temporary Workers Total temporary workers twelve months ago Please click "Learn More" to understand how to answer this question. Total temporary workers twelve months ago 106 ☐ We do not track this Points Available: 0.00 **OPERATIONS Financial Security** 4.7 **Lowest Paid Wage** What is the company's lowest wage as calculated on an hourly basis? Please exclude students and interns in this calculation. **Sensitive** What is the company's lowest wage as calculated on an hourly basis? ☐ We do not track this Points Available: 0.00 % of Employees Paid Individual Living Wage What percentage of employees on an FTE (Full Time Equivalent) basis are paid at least the equivalent of a living wage for an individual? Please exclude students and interns in this calculation. O <75% O 75-89% 090-99% 0 100% O N/A

Points Available: 2.52

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.
O<75%
O 75-89%
O 90-99%
O 100%
● N/A
Points Available: 2.52
% Above the Minimum Wage
What percentage above the legal minimum wage does your lowest-paid hourly employee earn?
Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.
Sensitive
Initiatives To Increase Wages and Benefits
If it is not possible to verify a living wage in your country, has your company participated in any leadership initiatives/agreements to increase wages or benefits to workers provided in your country or industry?
Examples include commissioning a living wage calculation. Select N/A if living wage already exists.
○ Yes
No No
○ N/A - Living wage already exists

Points Available: 1.26

Compensation Policies and Practices
Does your company offer any of the following additional financial benefits to non-executive workers?
Your answers determine which future questions in the assessment are applicable to your company.
✓ Cost of living adjustments that match inflation rates of the country
✓ Bonuses or profit-sharing
☐ Employee ownership opportunities
☐ None of the above
Points Earned: 0.84 of 1.26
Employees Receiving a Bonus
What percentage of full-time and part-time employees, excluding founders and executives, received a
monetary bonus in the last fiscal year?
O _{0%}
O 1-24%
O 25-49%
O 50-74%
O 75-99%
● 100%
○ N/A
Points Earned: 1.26 of 1.26
Significance of Bonuses
What was the equivalent percentage of profits that were distributed as bonuses to non-executive
workers in the last fiscal year?
O No bonus payout, or no bonus plan
○ 5% or less
O 5-10%
O 10-15%
● 15-20%

Points Earned: 1.10 of 1.26

 \bigcirc Bonuses were paid to non-executive workers, despite the company not earning a profit

○>20%

% Participation in Employee Ownership

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

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.
● 0%
O 1-24%
O 25-49%
O 50-74%
O 75-99%
O 100%
○ N/A
Points Available: 1.26
Retirement Programs
Do employees have access to any of the following savings programs for retirement?
✓ Government-sponsored pension or superannuation plans
Private Pension or Provident Funds
Plan that specifically includes Socially-Responsible Investing option

Points Earned: 0.94 of 1.26

None of the above

Financial Services for Employees

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

Please answer this question ONLY taking into account hourly workers. If you do not have hourly workers, select N/A.

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

Points Earned: 0.31 of 0.63

Health, Wellness, & Safety

OPERATIONS

7.6

Government Provision Of Healthcare

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

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

Points Available: 0.00

Healthcare Coverage

What percentage of workers receive healthcare coverage either through a government plan or paid by the company?

If healthcare is covered through the company, only consider workers for which the company pays the majority of healthcare costs.

O <75%

O 75-84%

085-94%

95%+

Points Earned: 1.11 of 1.11

Supplementary Health Benefits

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

Only select benefits the company pays the majority of costs to all full-time tenured workers. Select Other if the company covers less than	
50% of the expenses for the benefits listed or other benefits offered.	
☐ Disability coverage or accident insurance	
✓ Life insurance	
Private dental insurance	
✓ Private supplemental health insurance	
Extension of health benefits to spouse and children	
Access to local medical services or clinic (on-site or subsidized)	
✓ Other - please describe	
None of the above	
Points Earned: 0.94 of 1.11	
Supplementary Health Benefits Eligibility for Part-Time Workers	

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

If applicable, please select one answer indicating tenure requirements (answers 1-2), and one answer indicating weekly hour requirements (answers 3-4)

SWEI 3 0-4).
Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
Part-time workers are eligible to participate at time of hire
Part-time workers are only eligible if they work more than 20 hours a week
Part-time workers are eligible even if they work less than 20 hours a week
☐ We do not offer supplementary health benefits to part-time workers
✓ N/A - We don't have part-time employees

Points Available: 1.11

Worker Safety Practices

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

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

Points Earned: 1.11 of 1.11

Health and Safety Program

What is required in your company's formal safety and health program?
✓ Annual safety and health training for all workers, including at least one emergency drill per year
✓ Data on injury, accident, lost, or absentee days are recorded and made transparent for all workers
☐ Formal safety reporting system for employees to submit their safety concerns
A safety position, safety committee, or safety program representative who reports to a senior level position (e.g. Vice President or
higher)
A documented standard procedure for investigating the root causes of accidents and major incidents
☐ Implementation of corrective actions after an incident is investigated
An annual evaluation of the safety and health system and includes senior management in the evaluation
We have no formal safety and health program
Points Earned: 2.22 of 2.22
Handling Hazardous Materials
What are your company policies around hazardous or dangerous materials on-site?
Hazardous materials include chemicals, gasoline or fuel, fertilizer, pesticides, etc.
All workers who are in contact with hazardous materials receive initial and on-going (at least twice yearly) training for proper storage,
handling, and disposal of materials
All workers who handle hazardous materials are required to wear protective gear, including clothing, eye and foot protection
✓ All workers are made aware of all health risks associated with handling hazardous materials
✓ We monitor the health of all workers who work with hazardous materials and provide them with annual health check-ups
Other - please describe

Points Earned: 1.11 of 1.11

 $\hfill \square$ N/A - No hazardous or dangerous materials used on-site

None of the above

Machinery Practices

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

is includes machinery, vehicles, etc. Check all that apply. Select N/A only if the company has no equipment.
✓ All workers who use equipment receive initial and ongoing training on proper operation and emergency shut-off of the machinery
✓ All workers are required to wear appropriate protective gear, including clothing, eye, and foot protection, when working with
machinery
✓ We regularly inspect whether our workers are using appropriate protective gear and operating machinery correctly
✓ Our machinery is checked at least once per year for necessary maintenance issues
Signs regarding hazards and proper use of equipment are posted on or near equipment in the local language
Other - please describe
☐ None of the above
□ N/A
oints Earned: 1.11 of 1.11
ndoor Air Quality Audits
ndoor Air Quality Audits
ndoor Air Quality Audits That is included in your company's annual indoor air quality audit of all company facilities?
Indoor Air Quality Audits That is included in your company's annual indoor air quality audit of all company facilities? Idect all options that apply.
hdoor Air Quality Audits That is included in your company's annual indoor air quality audit of all company facilities? Elect all options that apply.
Indoor Air Quality Audits Indoor Air Quality Audit of all company facilities?
hat is included in your company's annual indoor air quality audit of all company facilities? lect all options that apply. No smoking within 25 feet of building entrances Indoor ventilation rates compliant with ASHRAE Standard 62.1 or EN 16798-1 Minimum air intake separation distance compliant with ASHRAE Standard 62.1 or EN 16798-3

Points Available: 1.11

✓ None of the above

Career Development

☐ Written IAQ complaint response policy

OPERATIONS

1.9

Formal Employment What percentage of individuals working for the company are formally employed on the payroll of the company? 00% 01-24% 025-49% 050-74% O 75-99% 0 100% Points Earned: 0.50 of 0.50 **Professional Development Policies and Practices** Does your company provide any of the following training opportunities to workers for professional development? Your answers determine which future questions in the assessment are applicable to your company. We have a formal onboarding process for new employees We offered ongoing training on core job responsibilities to employees within the last year We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first) ✓ We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers) 🗹 We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language) ✓ We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings) ✓ We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures) None of the above Points Earned: 0.50 of 0.50 **Amount of Training for New Hires** What was the average amount of training that a newly hired worker received in the past twelve months? Use average of both full-time and part-time employees.

9		1 7
O No training		
On-the-job trai	ning (one day to one	e week)
On-the-job trai	ning (one week to o	ne month)
OApprenticeship	or technical training	g (over one month
O N/A - No new I	nires during the last	12 months

Points Earned: 0.17 of 0.50

Employee Review Process

Points Earned: 0.17 of 0.50

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

Check all that apply.
✓ Process has a regular schedule and is conducted at least annually
Peer and subordinate input
☐ Written guidance for career development
☐ Social and environmental goals
Clearly-identified and achievable goals
A 360-degree feedback process
✓ All tenured employees receive feedback
☐ None of the above
Points Earned: 0.40 of 1.00
Points Earned: 0.40 of 1.00 Internal Promotions
Internal Promotions
Internal Promotions What percentage of employees has been internally promoted within the last 12 months?
Internal Promotions What percentage of employees has been internally promoted within the last 12 months? Exclude material owners in your calculation.
Internal Promotions What percentage of employees has been internally promoted within the last 12 months? Exclude material owners in your calculation.

Intern Hiring Practices

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

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

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

Points Earned: 0.25 of 0.50

Career Development (Hourly)

OPERATIONS

1.3

Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

00%

01-24%

025-49%

0 50%+

O Don't know

Points Earned: 0.30 of 0.30

Cross-Job Skills Training Participation

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

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

○ 0% ○ 1-24%

025-49%

○ 50%+

O Don't know

Points Earned: 0.30 of 0.30

Life Skills Training Participation

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

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

0%

01-24%

025-49%

050%+

O Don't know

Points Earned: 0.30 of 0.30

External Professional Development Participation

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

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

00%

01-24%

25-49%

050%+

Points Earned: 0.40 of 0.60

Engagement & Satisfaction

OPERATIONS

Employee Handbook Information

Vhat is included in your company's written and accessible employee handbook?	
✓ A non-discrimination statement	
An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures	
A statement on work hours	
Policies on pay and performance issues	
✓ Policies on benefits, training and leave	
✓ Grievance resolution process	
✓ Disciplinary procedures and possible sanctions	
✓ A neutrality statement regarding workers' right to bargain collectively and freedom of association	
✓ Prohibition of child labor and forced or compulsory labor	
We have no written employee handbook	
oints Earned: 0.25 of 0.25	
Ion-Discrimination Policy	
What is covered in your company's written non-discrimination policy on hiring and the workplace?	
lease check all that apply.	
✓ Gender	
✓ Race	
✓ Color	
✓ Disability	
✓ Political opinion	
✓ Sexual orientation	
□Age	
✓ Polision	
✓ Religion	
☐ HIV status	

Paid Secondary Caregiver Leave

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

Select all that apply, but only select one answer indicating the total amount of paid time equivalent (answers 2-4). See "Learn" for further instructions.

✓ Workers receive unpaid time off for secondary parental leave	
☐ Workers receive up to 2 weeks (or full pay equivalent) paid leave	
✓ Workers receive between 2 to 5 weeks (or full pay equivalent) paid leave	
☐ Workers receive greater than 5 weeks (or full pay equivalent) paid leave	
Policy does not distinguish between primary and secondary caregiving, or provides equivalent time and pay to both	
☐ No secondary caregiver leave is offered to employees	
Points Earned: 0.40 of 0.50	

Supplementary Benefits

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

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

Free transportation or transit subsidy
Free or subsidized meals
On-site or subsidized childcare
Free or subsidized housing

Other - please describe

None of the above

Points Earned: 0.65 of 1.00

Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.25 of 0.50

Worker / Management Conflict Mediation Has your company identified one of the following designated agents to mediate complaints or issues between workers or workers and management? An informally-designated worker who passes information to other workers Union representative Human Resources-designated representative Employee Representative who has been mutually-designated by company management and employees ☐ Third-party ombudsman Other - please describe None of the above Points Earned: 0.25 of 0.50 Surveying and Benchmarking Engagement and Attrition Does your company monitor and evaluate your worker satisfaction and engagement in any of the following ways? Your answers determine which future questions in the assessment are applicable to your company. ✓ We calculate employee attrition rate We benchmark employee attrition rate to relevant benchmarks We regularly (at least once a year) conduct employee satisfaction or engagement surveys We benchmark employee satisfaction to relevant industry benchmarks We disaggregate calculations based on different demographic groups to identify trends We outperform industry benchmarks on attrition We outperform industry benchmarks on satisfaction None of the above Points Earned: 0.50 of 0.50 **Departed Employees**

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

Enter 0 if None.

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

Sensitive

We do not track this

Points Available: 0.00

Employee Satisfaction What percent of your employees are "Satisfied" or "Engaged"? Select N/A if satisfaction or engagement is not formally surveyed. <65% 65-80%

Points Available: 1.00

○ 81-90% ○ 90%+ ○ N/A

Labor Practices Review

Have your company's labor practices been certified or reviewed by an independent third party in the last twelve months?

Yes

ONo

Points Earned: 0.50 of 0.50

Engagement & Satisfaction (Hourly)

OPERATIONS

2.1

Number of Paid Days Off

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

0-8 work days

9-15 work days

16-20 work days

21-25 work days

25+ work days

Points Earned: 0.38 of 0.75

Paid Primary Caregiver Leave for Hourly Workers

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

f applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).
Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
✓ Primary caregivers receive 12 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
Primary caregivers receive 6 months or more of time off for parental leave (including unpaid and paid leave)
✓ 3-6 weeks of primary parental leave (or equivalent) is fully paid
6-12 weeks of primary parental leave (or equivalent) is fully paid
12-18 weeks of primary parental leave (or equivalent) is fully paid
☐ 18+ weeks of primary parental leave (or equivalent) is fully paid
Primary caregivers receive less than 4 weeks off or no time off for parental leave
Points Earned: 0.30 of 0.75
Collective Bargaining
What percentage of your employees are covered by a collective bargaining agreement?
O<65%
O 65-80%
O 81-90%
○ >90%
O N/A - company is a cooperative or has other self-management mechanisms for employees
Points Earned: 0.75 of 0.75
Attrition Rate for Hourly Workers
What percentage of full-time and part-time hourly workers left the company during the last twelve months?
Calculation should include voluntary and involuntary separation, but exclude workers dismissed with cause.
Sensitive

Community

This section identifies whether your company is designed to deliver a specific, material, positive impact for its community, and if so, opens the Community Impact Business Model section that is most applicable.

Community Oriented Impact Business Model

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

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

Points Available: 0.00

No

Diversity, Equity, & Inclusion

OPERATIONS

4.5

Inclusive Hiring Practices

How does your company create an inclusive recruiting and hiring process?

☐ We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
☐ We don't ask about incarceration history during our application process
☐ We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
We actively recruit through organizations or services that serve individuals from underrepresented populations
☑ We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
☐ None of the above

Points Earned: 0.20 of 0.61

Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Earned: 0.61 of 0.61

Inclusive Work Environments

How does your company create an equitable and inclusive workplace for employees?

✓ We have designated an individual or group explicitly responsible for diversity, equity, and inclusion (i.e. a Diversity Manager or	
Inclusion Committee)	
✓ We offer trainings for all employees on topics related to diversity, equity, and inclusion	
We have voluntary employee resource or affinity groups	
Our facilities are designed to meet accessibility requirements for individuals with physical disabilities	
Our facility restrooms are gender-neutral or gender-inclusive	
☐ We have programs in place to provide mentorship, apprenticeships, or internships for individuals from underrepresented groups	i
☐ We accommodate learning or emotional disabilities in work processes and workplace policies	
None of the above	
oints Earned: 0.24 of 0.61	
Management of Diversity, Equity, and Inclusion	
low does your company manage and improve your workplace diversity and inclusivity?	
✓ We anonymously survey employees on gender identity, race/ethnicity, disability status, and other demographic factors to track t	:he
diversity of our workforce	
✓ We have set specific, measurable diversity improvement goals that are reviewed by senior executives or our Board of Directors	
✓ We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemente	d
equal compensation improvement plans or policies	
We analyze job categories, satisfaction, promotion, retention rates, or benefits by different demographic groups, and if necessar	ϓ,
have implemented corrective actions for inequitable results	
We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups	
☐ None of the above	
Points Earned: 0.45 of 0.61	
Measurement of Diversity	
What attributes of a diverse workforce does your company track, either through anonymous surveys	or
ther methods legal in your jurisdiction?	
collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.	
Socioeconomic status (as determined by low income residence, education level, etc.)	
☐ Race or ethnicity	
✓ Gender	
✓ Age	
✓ Other - please describe	

Points Earned: 0.61 of 0.61

None of the above

Low Income Workers
What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?
O 0%
O 1-9%
O 10-19%
O 20-29%
O Don't Know
Points Earned: 0.61 of 0.61
Women Workers
How many of your non-managerial workers identify as women?
O _{0%}
O 1-9%
O 10-24%
O 25-39%
O 40-49%
● 50%+
O Don't know
Points Earned: 0.61 of 0.61
Age Diversity in Workforce
What percentage of your workforce is either under the age of twenty four or over the age of fifty?
O _{0%}
● 1-9%
O 10-19%
O 20-29%
○ 30%+
O Don't Know
Points Earned: 0.10 of 0.61

Workers from Other Underrepresented Populations

What percentage of your workforce identifies as part of another underrepresented social group other than the demographics featured above (e.g. individuals with disabilities, LGBTQ+ individuals, individual who have been incarcerated, etc.)?
\bigcirc 0%
© 1-9%
○ 10-19%
○ 20-29%
○ 30%+
O Don't Know
Points Earned: 0.10 of 0.61
High to Low Pay Ratio
What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?
● >20x
○ 16-20x
○ 11-15x
○ 6-10x
○ 1-5x
Points Available: 0.61
Female Management
How many of your company managers identify as women?
O _{0%}
O 1-9%
O 10-24%
O 25-39%
40-49%
○ 50%+
○ Don't know
○ N/A

Points Earned: 0.61 of 0.61

Management from Underrepresented Populations

Points Available: 0.61

How many of your company managers identify as from another underrepresented social group? If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know. 0% 01-9% 010-19% 020-29% ○30%+ O Don't know Points Available: 0.61 **Female Directors** How many of your company Board Directors identify as women? 00% 01-9% 010-24% 0 25-39% 040-49% 050%+ O Don't know O N/A Points Earned: 0.40 of 0.61 **Directors from Underrepresented Populations** How many of your company Board Directors identify as from another underrepresented social group? If collecting this type of demographic data is not legal in your jurisdiction, select N/A. 00% 01-9% 010-19% 020-29% ○ 30%+ ODon't know O N/A

Supplier Diversity Policies or Programs

Does your company	have any o	of the follow	ing policies	s or p	orograms i	n place to	promote	diversity	within
your supply chain?									

	☐ We track diversity of ownership among our suppliers
	☐ We have a policy to give preferences to suppliers with ownership from underrepresented populations
	☐ We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
	☐ We have a formal program to purchase and provide support to suppliers with diverse ownership
	✓ None of the above
	N/A - Collecting supplier data or having preferential treatment policies is illegal in my country of operations
Poi	ints Available: 0.30

Supplier Ownership Diversity

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

00%

01-9%

010-24%

O 25-39%

040-49%

O 50%+

ODon't Know

Points Available: 0.61

Economic Impact

OPERATIONS

2.6

Geographic Structure and Scope

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.

Colart has operations facilities in UK, France, USA, and China, as well as smaller sales and marketing offices in The Netherlands, Germany, Spain & Italy. In total we employ 1087 employees, with 144 located at our London Head Office, 344 at our manufacturing facility in Le Mans, France, and 284 at our manufacturing facility in Tianjin, China. In total we manage 13 facilities, including operations, manufacturing and sales and marketing.

Points Available: 0.00

New Jobs Added Last Year

Points Available: 1.18

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

Last twelve months:
Last twelve months: 0
We do not track this
Points Available: 0.00
Job Growth Rate
What was your company's net job growth rate for full-time and part-time positions over the last 12 months? ONLY include newly created jobs that are paid a living wage.
If there is no living wage data available for your country of operations, include new jobs that pay 10% or more above a minimum wage.
● 0% (no growth on a net basis)
O 1-14%
O 15-24%
○ 25%+
Points Available: 2.35
Non-accredited Investor Ownership
What percentage of the company is owned by individuals who would qualify as non-accredited
investors?
● 0%
O 1-4%
O 5-14%
O 15-24%
○25%+
O Don't know

Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

O Yes

Points Available: 1.18

O Don't know

No

Local Purchasing and Hiring Policies

What written local purchasing or hiring policies does your company have in place?

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

Written preference at each facility to purchase from local suppliers
 Formal targets or goals for the amount of local purchasing
 ✓ Ready-to-use lists of preferred local suppliers and vendors for specific facilities
 Written preference for hiring and recruiting local managers with equitable compensation
 Preference for hiring and recruiting local staff (management and non-management) with training for employees
 Incentives for staff to live within 40 km of local company facility
 Other - please describe
 No written local purchasing or hiring policies in place

Points Earned: 0.29 of 0.59

National Sourcing

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

00%

01-19%

020-39%

O 40-59%

O 60-79%

080%+

Points Earned: 1.18 of 1.18

Spending on Local Suppliers

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

local to the company's headquarters or relevant facilities in the last fiscal year?
Please click "Learn More" to understand how to answer this question.
<20%

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

Points Available: 1.18

Focus on Local Customers

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

"Local" is defined as being part of the same community. While the size and distance of a community may vary by context, they should generally be based on a small-scale economically and culturally connected area like a metropolitan area or a city/town.

O Yes

No

Points Available: 1.18

In Country Management

What percentage of senior management is native to the country of operations?

Native individuals are born and/or raised in the country.

O<49%

050-74%

O 75-94%

95%+

Points Earned: 1.18 of 1.18

Civic Engagement & Giving

OPERATIONS

3.1

Corporate Citizenship Program

How does your company take part in civic engagement?

bur answers determine which future questions in the assessment are applicable to your company.
✓ Financial or in-kind donations (excluding political causes)
✓ Community investments
✓ Community or pro-bono service
Advocacy for adopting improved social or environmental policies or performance
Partnerships with charitable organizations or membership with community organizations
☐ Discounted products or services to qualified underserved groups
✓ Free use of company facilities to host community events
Equity or ownership in the company granted to a nonprofit
Other - please describe
☐ None of the above
oints Earned: 0.53 of 0.53
civic Memberships and Partnerships
civic Memberships and Partnerships oes your company have membership or a civic partnership with any of the following types of rganizations?
oes your company have membership or a civic partnership with any of the following types of
oes your company have membership or a civic partnership with any of the following types of rganizations?
oes your company have membership or a civic partnership with any of the following types of rganizations?
oes your company have membership or a civic partnership with any of the following types of rganizations? neck all that apply. Business or trade association
oes your company have membership or a civic partnership with any of the following types of rganizations? neck all that apply. Business or trade association Chamber of Commerce
oes your company have membership or a civic partnership with any of the following types of rganizations? neck all that apply. Business or trade association Chamber of Commerce Governmental institution
oes your company have membership or a civic partnership with any of the following types of rganizations? neck all that apply. Business or trade association Chamber of Commerce Governmental institution Local academic institution
oes your company have membership or a civic partnership with any of the following types of rganizations? neck all that apply. Business or trade association Chamber of Commerce Governmental institution Local academic institution Cooperative

Community Service Policies and Practices How does your company manage employee community service? We have hosted or organized company service days in the last year ✓ The company offers paid time off for community service 20 hours or more a year of paid time off Our company monitors and records total volunteer hours Our company has set community service or pro-bono targets Other - please describe None of the above Points Earned: 0.53 of 0.53 % of Employees Volunteer Service What percentage of employees took paid time off for volunteer service last year? 00% 0 1-24% 025-49% 050-74% ○75%+ O Don't know Points Earned: 0.27 of 1.07 **Total Amount of Volunteer Service Hours** 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. Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year 871 ☐ We do not track this

Points Available: 0.00

Volunteer Service Per Capita

What was the percentage of per capita worker time donated as volunteer, community service, or probono time in the reporting period?

Calculate by total volunteer hours / total hours worked, generally 2000 hours per FTE.
○0%
● 0.1-0.5% of time
○ 0.6-1% of time
O 1.1-2% of time
O 2%+ of time
○ Don't know
Points Earned: 0.36 of 1.07
Charitable Giving and Community Investment Policies and Practices
What are your company's practices regarding donations or community investments?
✓ We have a formal statement on the intended social or environmental impact of our company's philanthropy
☐ We have a formal donations commitment (e.g. 1% for the planet)
☐ We match individual workers' charitable donations
✓ We allow our workers or customers to select charities to receive our company's donations
✓ We have screening practices for charitable contributions or impact measurement mechanisms for our community investments
☐ None of the above
Points Earned: 0.48 of 0.53
Relative Input for Community Investments
If you use an independent methodology to measure total commitment to community investment, what is
the equivalent % of revenue contributed in the form of community investment?
ONone
Less than 0.1% of revenues
O.1-0.4% of revenues
O 0.5-0.9% of revenues
O 1-1.9% of revenues
O>2%
Points Earned: 0.13 of 1.07

% of Revenue Donated What was the equivalent percentage of revenue donated to charity during the last fiscal year? Please include tax deductible in-kind donations but do not include pro bono time. O No donations last fiscal year Less than 0.1% of revenue 0.1-0.4% of revenue 0.5-0.9% of revenue O 1-1.9% of revenue 2%+ of revenue O Don't know Points Earned: 0.43 of 2.13 **Total Amount of Charitable Donations** Total amount (in currency terms) donated to registered charities in the last fiscal year Report with the currency specified in "Reporting currency" for this metric. Total amount (in currency terms) donated to registered charities in the last fiscal year **Sensitive** ☐ We do not track this Points Available: 0.00 **Advancing Social and Environmental Performance** How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for ou
industry
✓ We have provided data or contributed to academic research on social or environmental topics
✓ We participate in panel presentations or other public forums on social or environmental topics
☐ We provide public resources for other businesses or stakeholders on improving social or environmental performance
Other - please describe
□ None of the above

Points Earned: 0.27 of 0.27

Supply Chain Management

OPERATIONS

7.4

Significant Supplier Descriptions

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

All companies have significant suppliers, which are defined as the largest suppliers of the company amounting to approximately 80% of
non-labor costs. Select all that apply.
☐ Product Manufacturers
Professional Service Firms (Consulting, Legal, Accounting)
☐ Independent Contractors
☐ Marketing and advertising
☐ Office Supplies
☐ Benefits Providers
☐ Technology
✓ Raw materials
Farms
✓ Other - please describe
Points Available: 0.00
Social or Environmental Screening of Suppliers
Does your company screen or evaluate Significant Suppliers for social and environmental impact?
This question determines the set of supplier-focused questions your company will respond to.
Yes
○ No
Points Available: 0.00
Supplier Screen Topics
What does your company formally screen for regarding the social or environmental practices and performance of your suppliers?
Compliance with all local laws and regulations, including those related to social and environmental performance
✓ Good governance, including policies related to ethics and corruption
Positive practices beyond what is required by regulations (e.g. environmentally-friendly manufacturing process, excellent labor
practices)
✓ Third-party certifications related to positive social and/or environmental performance
Other - please describe
☐ We have no formal screening process in place
Points Earned: 0.75 of 0.75

Supplier Evaluation Practices

• •
What methods does your company use to evaluate the social or environmental impact of your suppliers?
☐ We share policies or rules with suppliers but we don't have a verification process in place
✓ We require suppliers to complete an assessment we designed
✓ We use third-party risk or impact assessment tools (Sedex, BIA)
☐ We conduct routine audits or reviews of suppliers at least every two years
☐ We have third parties conduct routine audits or reviews of suppliers at least every two years
Other (please describe)
☐ None of the above
Points Earned: 0.75 of 0.75
Outsourced Staffing Services
Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?
Your answers determine which future questions in the assessment are applicable to your company.
Yes
○ No
Points Available: 0.00
Outsourced Staffing Screening Topics
Does your company review or set requirements regarding the labor practices of its outsourced staffing service providers that includes the following topics?
Your answers determine which future questions in the assessment are applicable to your company.
✓ Compliance with all local laws and regulations
Compliance with international human rights and labor standards (for employees and contractors)
Payment at or above industry benchmarks
Payment of a living wage (for employees and contractors)
Employee benefits provided
Professional development opportunities
Other labor practices
Other labor practices None of the above

Points Earned: 0.15 of 0.38

% of Outsourced Services Accountable to Code of Conduct? What % of your outsourced staffing services (on a currency basis) are accountable to the formalized code of conduct or requirements described in the previous question? 00% 01-20% 021-49% 050-74% O 75-99% 0 100% O N/A Points Earned: 1.50 of 1.50 **Screening / Monitoring for Services** Which of the following methods are used to evaluate the social or environmental impact of your outsourced staffing services? Your answers determine which future questions in the assessment are applicable to your company. Company shares policies or rules with subcontractors but does not have a verification process in place Company requires subcontractors complete self-designed assessment Company utilizes third party risk or impact assessment tools (BIA) Company conducts routine audits/reviews of subcontractors at least every two years Company has third parties conduct routine audits/reviews of subcontractors at least every two year Other None of the above Points Earned: 0.19 of 0.38 % of Outsourced Staffing Services Screened / Monitored What % of your outsourced staffing services (on a currency basis) are evaluated based on the methods selected in the previous question? 00% 01-20% 021-49% 050-74%

Points Earned: 1.50 of 1.50

75-99%
100%
N/A

Supplier Code of Conduct

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

suppliers accountable for social and environmental performance?
Your answers determine which future questions in the assessment are applicable to your company.
\bigcirc No
Points Earned: 0.75 of 0.75
Supplier Code of Conduct Topics
What areas of social and environmental performance are specifically included in your company's
Supplier Code of Conduct policy?
☑ Bribery, corruption, and fraud
✓ Working hours
Freely chosen employment
Compensation
✓ Child labor
✓ Freedom of association
✓ Health and safety
✓ Use of materials
Product's environmental impact
✓ Information on how the Code will be monitored and reviewed (e.g. self-audits, site visits)
□ N/A - No Supplier Code of Conduct
Points Earned: 0.38 of 0.38
Support for Improved Supply Chain Social or Environmental Performance
How does your company encourage improved social and environmental performance among your suppliers?
☐ We provide incentives for suppliers with strong social and environmental performance
☐ We set goals and expectations with suppliers to improve their social and environmental performance
We provide resources to suppliers to improve their social and environmental performance
Other - please describe
✓ None of the above

Points Available: 0.75

Improving Impact of Suppliers

Points Earned: 0.19 of 1.50

Does the company have any of the following policies or programs to improve the social and/or environmental impact of suppliers, either in cases of noncompliance or more broadly?

Company formulates corrective action or improvement plans with goals for continuous improvement of their supplier per	formance
Company requires a specific time period for suppliers to make changes to remediate code of conduct non-compliance of	or otherwise
terminates contract	
Company provides training and/or resources on improving social or environmental performance to suppliers, either from	the
company itself or through a third party	
Company provides training and/or resources to its own staff, focused on managing their own practices and relationships	with
suppliers to enable the suppliers to improve their performance	
Company has participated in collaborative initiatives with other companies to help improve the social or environmental in	npact of
their supply chain	
Company incentivizes social and environmental performance or improvement through contract terms, prices, or other me	eans
Company has achieved quantifiable improvements on social or environmental performance of its supply chain	
Other	
☐ None of the above	
Points Earned: 0.06 of 0.38	
% of Suppliers with Programs to Improve Impact	
For what % of your suppliers (on a currency basis) do the policies and programs selected in the previous question apply?	;
O _{0%}	
○ 1-20%	
O 21-49%	
O 50-74%	
O 75-99%	
O 100%	
○ 100% ○ N/A	

Length of Supplier Relationships What is the average tenure of your company's relationships with suppliers? O Average tenure of supplier relationships is less than 12 months. O Average tenure of supplier relationships is greater than 12 months. O Average tenure of supplier relationships is greater than 36 months. O Average tenure of supplier relationships is greater than 60 months. Our company has had a relationship with a majority of our suppliers (on a currency basis) since our first year of operations. O Don't Know Points Earned: 0.75 of 0.75 **Support for In Need Suppliers** Does your company do any of the following to support small scale or other in-need suppliers? We review suppliers for potential training needs We have a formal education or support program for selected suppliers We provide small scale suppliers the same contracts, prices, and payment terms (such as days payable outstanding) as other suppliers ✓ We pay 30 days payable outstanding to small scale suppliers A formal mechanism is in place for suppliers to provide us feedback (e.g. supplier satisfaction surveys) We have a formal grievance mechanism to address complaints and resolve disputes Other (please describe) ☐ None of the above Points Earned: 0.25 of 0.75 **Supplier Certifications** During the last fiscal year, what percentage of your Significant Suppliers (on currency basis) had internationally-recognized product certifications? Select 0% if you do not know whether your Significant Suppliers are certified.

0%

0 1-24%

O 25-49%

050-74%

O 75%+

O Don't know

Points Earned: 0.19 of 0.75

Environment

Environment Impact Area Introduction

This section asks about your environmental footprint to determine which questions are applicable later on in the assessment. It also identifies whether your company's product/service is designed to deliver a specific, material, positive environmental impact, and if so, opens the Environmental Impact Business Model section that is most applicable.

Environmental Business Model

Are your company's products/services or processes structured to restore or preserve the environment in any of the following ways? (Please note: the environmental impact of your day-to-day operations will be assessed in the remaining sections of the Environment Impact Area. This question is specifically asking about your products/services or innovative production processes.)

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

Through an innovative manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry

Through a product or service that preserves, conserves, or restores the environment or resources

None of the above

Description of Positive Environmental Product / Service Impact

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

FSC certified wood in products

Points Available: 0.00

Environmental Product or Service Impact

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

Companies should earn revenue from the product or service that has an environmental impact. Please do not include pro bono efforts within this section.

• The impact is created by a revenue-generating product/service line (e.g. selling non-toxic cleaning products, sustainability consultancy)

O The impact is created by the company's daily operations (e.g. using non-toxic cleaning products in the company's headquarters) and not the core product/service

Points Available: 0.00

Environmental Product Benefits

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

Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attributes.

Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)

Conserves or diverts resources (including energy, water, materials, etc.)

Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)

Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic certified food, non-toxic cleaners)

Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)

None of the above

Land/wildlife Conservation Overview

Tell us more about how your product or service conserves natural resources

FSC certified wood in products (brushes, canvas, paper) that ensures proper stewardship of forests where wood is sourced from

Points Available: 0.00

Direct Impact on Land / Wildlife Conservation

Is land/wildlife conservation, beyond what is required by law, a direct positive environmental impact of your product or service?

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model.

Yes

O No, it is an indirect result of one of the other answers selected in the question "Environmental Product Benefits"

Points Available: 0.00

Environmental Management

OPERATIONS

5.3

Facility Environmental Efficiency

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

☑ Buildings employ energy saving strategies (e.g. energy use monitoring, efficient appliances and lighting, renewable energy	use)
☑ Buildings use systems for increasing water efficiency (e.g. water efficient appliances, fixtures, and landscaping)	
☑ Buildings use systems to monitor and improve air quality (e.g. increased ventilation)	
☐ Building construction or operations make use of sustainable materials (e.g. reclaimed products)	
New building sites are chosen based on sustainability considerations (e.g. minimizing impact on ecosystems and waterwa	ys)
☐ Buildings are LEED certified or LEED equivalent certified	
Other - please describe	
☐ None of the above	
□ N/A - No offices or plant facilities	
Points Earned: 0.63 of 1.05	
Environmental Management Systems	
Does your company have an environmental management system (EMS) covering waste generation energy usage, water usage, and carbon emissions that includes any of the following?	n,
Please check all that apply.	
✓ Policy statement documenting our organization's commitment to the environment	
Assessment undertaken of the environmental impact of our organization's business activities	
✓ Stated objectives and quantifiable targets for environmental aspects of our organization's operations	
✓ Programming designed, with allocated resources, to achieve these targets	
✓ Periodic compliance reviews and auditing to evaluate programs conducted	

Points Earned: 2.11 of 2.11

☐ We have no environmental management system

Environmentally Certified Products

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

issesses the environmental impacts of the product of its production process:	
elect N/A only if there is no physical product being sold.	
O _{0%}	
● 1-24%	
O 25-49%	
O 50-74%	
○75%+	
○ N/A	
oints Earned: 0.26 of 1.05	
Type of Footprint Assessments	
las the company's footprint assessments included any of the following?	
Assessment conducted for upstream supply chain only	
✓ Assessment conducted for only a portion of value chain (other than or in addition to upstream supply chain)	
☐ Formal life cycle assessments conducted internally	
✓ Formal life cycle assessments conducted or verified by a third party	
Use of third party frameworks or methodologies (such as Ellen Macarthur Foundation Circularity Indicators, Product Environment	ıtal
Profiles, GHG Protocol or Carbon Disclosure Project)	
Company has a life cycle based certification or equivalent (Cradle to Cradle)	
Other	
□ None of the above	
oints Earned: 0.34 of 0.53	
% of Products with Type of Footprint Assessment	
What % of your products have undergone the specific type(s) of environmental footprint assesesmen elected in the previous question?	t
O 0%	
● 1-20%	
O 21-49%	
O 50-74%	
○ 75-99%	
O 100%	
○ N/A	

Points Earned: 0.26 of 2.11

Assessment Conducted of Environmental Footprint of Value Chain

(including supply chain, product usage, and end-of-life) that covers the following topics?
☐ Impacts on biodiversity
✓ Impacts on climate (Scope 3 Carbon Emissions)
✓ Toxin or hazardous material impact
✓ Land preservation (including material extraction)
✓ Water supply
Other
☐ None of the above
Points Earned: 0.84 of 1.05
Management of Material Environmental Impact in Value Chain
How has your company utilized the results of your environmental footprint assessment to manage and minimize your overall impact?
Company has used assessments to develop specific strategies to reduce impacts for at least most material impacts identified across value chain and product lines
Company has set public targets or commitments to reduce material value chain and product impacts over time
Company has met incremental targets in the last two years and/or can demonstrate being on target to achieve long term goals
Other
☐ None of the above (No EIA conducted)
Points Earned: 0.70 of 1.05
Impact of Product Usage
Which of the following are true regarding practices in place to manage and minimize the impact of product usage?
Company has conducted studies of consumer behavior and/or disposal to understand impact of product usage
Company has conducted analysis of product lifetime and usability and it materially exceeds (>5%) lifetime of related competitive
products
Company has created partnerships and/or marketing campaigns to engage customers or other post production value chain users to
minimize environmental footprint of usage
✓ Other
None of the above

Points Earned: 0.21 of 1.05

Air & Climate 4.1

Monitoring Energy Usage

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

Include electricity and other energy consumption from heating, hot water, etc. Your answers determine which future questions in the
assessment are applicable to your company.
☐ We do not currently monitor and record usage
☐ We monitor and record usage but have set no reduction targets
☑ We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
✓ We monitor usage and have set absolute reduction targets regardless of company growth
☐ We have met specific reduction targets during the reporting period
Points Earned: 0.65 of 0.65
Total Energy Use
Total energy used (Gigajoules) during the last 12 months:
Total energy used (Gigajoules) during the last 12 months: 9086
☐ We do not track this
Points Available: 0.00
Total Renewable Energy Use
Total energy used from renewable resources (Gigajoules) during the last 12 months:
Total energy used from renewable resources (Gigajoules) during the last 12 months: 0
☐ We do not track this
Points Available: 0.00
Electricity Sources
From what sources does your company get its electricity?
Please check all that apply.
☐ Diesel-generators
✓ Municipal power grid (sources unknown or not renewable)
☐ Municipal power grid (at least 10% of municipal power is generated from renewable sources such as solar, wind or small-scale
hydropower)
☐ Bio-fuel or other clean or renewable-based generators
Renewable energy sources (including on-site renewable)
Other - please describe
Points Available: 0.65

Renewable Energy Usage What percentage of energy use is produced from renewable sources? Include electricity and other energy consumption from heating, hot water, etc. 0% 01-24% 025-49% 050-74% O 75-99% 0 100% O Don't Know Points Available: 0.33 Low Impact Renewable Energy Use What percentage of energy use is produced from low-impact renewable sources? Include electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated renewable energy. 0% 01-24% 025-49% 050-74% O 75-99% 0 100% O Don't know Points Available: 1.30 **Environmentally Efficient Equipment** What % of new equipment purchased (by total cost) during the last 24 months was energy efficient or otherwise environmentally-preferred?

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

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

Points Earned: 0.11 of 0.33

Energy Use Reductions

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

masn.
Please calculate based on changes from last year or annualized from a base year, referring to electricity use and other energy consumption
from heating, hot water, etc.
○0%
1-4%
O 5-9%
O 10-14%
O 15-20%
○ >20%
○ Don't know
Points Earned: 0.26 of 1.30
Monitoring Greenhouse Gas Emissions
How does your company manage its greenhouse gas emissions for at least Scope 1 and 2?
Your answers determine which future questions in the assessment are applicable to your company.
☐ We do not currently monitor and record emissions
☐ We regularly monitor and record emissions but have not set any reduction targets
✓ We regularly monitor and record emissions and have set specific reduction targets relative to previous performance (e.g. a 5%
reduction of GHGs from baseline year)
We regularly monitor and record emissions and have set specific science-based targets necessary to achieve global goals to
address climate change
☐ We have met the specific reduction targets set during this reporting period
☐ We have achieved carbon neutrality
Points Earned: 0.33 of 0.65
Total Scope 1 GHGs
Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 1:
Scope 1: 14
☐ We do not track this

Points Available: 0.00

Total Scope 2 GHGs

otal Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 2:
Scope 2: 1501
☐ We do not track this
Points Available: 0.00
Total Scope 3 GHGs
otal Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:
Scope 3:
Scope 3: 572
☐ We do not track this
Points Available: 0.00
Carbon Intensity
What is your current Carbon Intensity for Scopes 1 and 2, not including the use of carbon credits or offsets?
Please measure intensity in metric tons of CO2/\$million of revenue. Please use USD to accurately evaluate the answer option.
O Manufacturing: >950 / Utilities: >6,000
O Manufacturing: 751-950 / Utilities: 5,001-6,000
○ Manufacturing: 601-750 / Utilities: 4,001-5,000
O 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 / Litilities: 0-1 000

Points Earned: 0.65 of 0.65

O Don't know

Carbon Intensity

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

<u> </u>	
Please use USD to accurately evaluate the answer option.	
O Manufacturing: >950 / Utilities: >6,000	
O Manufacturing: 751-950 / Utilities: 5,001-6,000	
O Manufacturing: 601-750 / Utilities: 4,001-5,000	
O Manufacturing: 451-600 / Utilities: 3,001-4,000	
O Manufacturing: 301-450 / Utilities: 2,001-3,000	
Manufacturing: 151-300 / Utilities: 1,001-2,000	
O Manufacturing: 1-150 / Utilities: 1-1,000	
O Manufacturing: 0 / Utilities: 0	
○ Don't know	
Points Earned: 1.30 of 1.30	
Greenhouse Gas Emissions Reduced	
What percentage of Scope 1 and 2 GHG emissions has been saved due to efficiency improvements	
mplemented by your company?	
● 0%	
O 1-4%	
O 5-9%	
O 10-14%	
O 15-20%	
○20%+	
O Don't Know	
Points Available: 1.30	
Shipping Policies	
Has your company implemented an environmentally-efficient shipping or distribution policy?	
Yes	
○ No	
Points Earned: 0.33 of 0.33	

Supply Chain GHG Management

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

Only select practices if you track and manage greenhouse emissions produced for at least 50% of your company suppliers (on a cost basis). ✓ We don't track or evaluate greenhouse emissions from our supply chain We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risk contributions of greenhouse gas emissions We have purchased certified carbon credits to offset some or all of the greenhouse gas emissions from our supply chain We set targets for reducing greenhouse gas emissions through our supply chain We have seen a reduction in GHG emissions in our supply chain in the last twelve months We have achieved a carbon-neutral supply chain Points Available: 0.65 Offsetting Supplier GHG Emissions What % of your company's Scope 3 greenhouse gas emissions were offset by certified carbon credits? 0 01-24% 025-49% 050-74% 75-99% 0 100% O Don't know Points Available: 1.30 **Supply Chain GHG Improvement** What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the greenhouse gas emissions produced through your supply chain? We collaborate with or require suppliers to collect data and report on greenhouse gas emissions We screen suppliers to reduce greenhouse gas emissions (e.g. performance of suppliers, selection of materials, source locations) We provide support or resources for our supply chain in adopting greenhouse gas minimized operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys)

Points Available: 0.65

✓ None of the above

We audit and provide help to suppliers to complete corrective actions

Sourcing % of COGS from Local Suppliers 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?

product was used during the last fiscal year?
Sourcing of COGS Local to Customers
○ 0%● 1-9%○ 10-19%
O 20-29%
○30%+
O Don't know
Points Earned: 0.33 of 1.30
Sourcing % raw materials from Local Suppliers
What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the eno product was used during the last fiscal year?
Raw materials (in currency terms) grown or harvested
By company or local independent suppliers.
O _{0%}
O 1-9%
O 10-19%
O 20-29%
○ 30%+
On't know
Points Available: 1.30
Managing Impact of Transportation
Has your company adopted any of the following techniques for minimizing the transportation-related environmental impact of its distribution and supply chain?
Please check all that apply.
Utilize clean or low-emission vehicles (e.g. hybrid, LPG, electric) to transport and distribute product
Utilize strategic planning software to minimize fuel usage and shipping footprint
☐ Train drivers and handlers in fuel efficient techniques
Utilize freight or shipping methods with lower environmental impacts (e.g. avoiding air shipment)
Other - please describe
☐ None of the above

Points Earned: 0.22 of 0.65

Has your company purchased any of the following types of carbon credits during the last fiscal year? ☐ Voluntary Carbon Credits Certified Carbon Credits ✓ None Points Available: 0.33 **OPERATIONS** Water 2.4 **Monitoring and Managing Water Use** Does your company monitor and manage your water usage? Your answers determine which future questions in the assessment are applicable to your company. We do not currently monitor and record water usage We regularly monitor and record water usage but have not set any reduction targets ✓ We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year) We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed We have met specific reduction targets set during this reporting period Points Farned: 0.53 of 1.07 **Total Water Use** Total water use (liters) during the last 12 months Total water use (liters) during the last 12 months 27474000 We do not track this

Types of Carbon Credits Purchased

Points Available: 0.00

Water Conservation Practices

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

L
Please check all that apply.
Low-flow faucets, taps, toilets, urinals, or showerheads
✓ Grey-water usage for irrigation
☐ Low-volume irrigation
☐ Harvest rainwater
Other - please describe
☐ None of the above
□ N/A - Our company has a virtual office
Points Earned: 0.36 of 1.07
Water Harvested On-Site or From Recycled Sources
What % of water used by the company is harvested on site or is from recycled sources?
\bigcirc 0
1-24%
O 25-49%
O 50-74%
O 75-99%
O 100%
O Don't Know
Points Earned: 0.53 of 2.13
Monitoring Toxic Wastewater
Which of the following describes how the company monitors hazardous and toxic wastewater?
Monitoring hazardous and toxic wastewater may involve either monitoring the volume and/or the level of contamination.
O Company does not currently monitor and record emissions
O Company monitors and records emissions (no reduction targets)
Company monitors emissions and has specific reduction targets
O Company monitors emissions and has met specific reduction targets during the last fiscal year
O Eliminated emissions of this by-product entirely
○ N/A
Points Earned: 0.53 of 1.07

Wastewater Disposal

How does your company dispose of non-hazardous wastewater?
Please check all that apply.
☐ We have no water treatment system, or are unsure of disposal
✓ Through municipal/public sewer systems
Off-site water treatment
☐ Through on-site partial-reclamation
✓ Through reuse or recycling of wastewater in company's own operations
On-site watershed management
Other - please describe
Points Earned: 0.53 of 0.53
Supply Chain Water Management
How does your company track and manage the water footprint of your supply chain?
Only select practices if you track and manage the water footprint for at least 50% of your company suppliers (on a cost basis).
✓ We do not track the water footprint of our supply chain
We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of water
usage
☐ We have targets for reducing water footprint through our supply chain
☐ We have seen a reduction of our water footprint in our supply chain in the past twelve months
☐ We have verified that all water use in supply chain is science-based and sustainable
Points Available: 1.07
Supply Chain Water Improvement
What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce
he water footprint of your supply chain?
☐ We collaborate with or require suppliers to collect data and report on water footprint
We screen suppliers to fit good water management practices (e.g. individual supplier practices, materials and ingredients, locations
in context of water scarcity)
We provide support or resources for supply chain in adopting water management (e.g. online tools, applying questionnaires and
surveys, collaborating in industrywide surveys)
☐ We audit and provide help to suppliers to complete corrective actions
✓ None of the above

Points Available: 1.07

Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Points Available: 0.00
Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months 20 We do not track this
Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months
Total Waste Recycled Waste Disposed: Recycled/Reused (metric toppes) during the last 12 months
Total Waste Recycled
Points Available: 0.00
☐ We do not track this
Waste Disposed (metric tonnes) during the last 12 months 0
Waste Disposed (metric tonnes) during the last 12 months
Total Waste Disposed
Points Available: 0.00
☐ We do not track this
Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months 20
Waste Produced: Non-Hazardous Waste (metric tonnes) during the last 12 months
Non-hazardous Waste Generated
Points Earned: 0.32 of 0.65
☐ We produce zero waste to landfill / ocean
☐ We have met the specific reduction targets set during this reporting period
☐ We regularly monitor and record waste produced and have set a zero waste target
5% reduction of waste to landfill from baseline year)
✓ We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a
☐ We regularly monitor and record waste production but have not set any reduction targets
☐ We do not currently monitor and record waste production
Your answers determine which future questions in the assessment are applicable to your company.

Does the majority of your facilities on a square foot basis have a facility wide recycling program that has ongoing collection of at least all standard materials in your area? Yes O No Points Earned: 0.65 of 0.65 **Recycling Programs** Does your company have any of the following recycle/reduce/reuse programs in 80% of the facilities? ✓ We recycle and reuse materials on-site with clearly-marked bins for use ✓ We have a written recycle/reduce/reuse policy that is posted at plant facilities with clearly-marked bins Other - please describe ☐ None of the above Points Earned: 0.65 of 0.65 **Waste Reduction Programs** Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste? Yes \bigcirc No Already maximized - we have achieved Zero Waste Points Earned: 0.65 of 0.65 **Supply Chain Waste Management** How does your company track and manage waste in your supply chain? Only select practices if you track and manage waste for at least 50% of your company suppliers (on a cost basis). We don't track the solid waste impacts of our supply chain We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material areas of waste production We have set targets for reducing solid waste in the supply chain We have seen a reduction of waste produced in our value chain in the past twelve months We have achieved zero waste or a closed-loop supply chain Points Available: 0.65

Recycling Programs

Supply Chain Waste Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce waste in your supply chain?
☐ We collaborate with or require suppliers to collect data and report on waste production
☐ We screen or require suppliers to meet standards related to solid waste production
☐ We have implemented initiatives to reduce waste at the source or divert waste from landfills or incineration in the supply chain
☐ We audit and provide help to suppliers to complete corrective actions
✓ None of the above
Points Available: 0.65
Environment Impact Packaging
How does your company minimize the environmental impact of the packaging of your products?
Select all practices that apply and are verifiable, regardless of the % of product/packaging the practice applies to.
✓ We have conducted a formal assessment of our packaging design and materials to identify opportunities to minimize environmental impact
✓ We have source-reduced packaging within the last two years
Our packaging materials are certified to meet independent standards for environmental impact
Our packaging is recyclable and provides instructions on how to recycle it correctly
☑ Our packaging is non-toxic
Our packaging materials are designed to have less overall environmental impact than common alternatives
☐ None of the above
□ N/A - Our products do not have packaging materials
Points Earned: 0.52 of 0.65
% of Recyclable/Biodegradable Materials
What % of material (by volume) is made of recyclable (and labeled as such) or biodegradable materials in the areas where they are sold (product + packaging)?
○ <20%
O 20-49%
O 50-74%
○ 75-99%
O 100%
O Don't Know
○ N/A
Points Available: 0.65

Controlling Community Exposure to Emissions

Has your company conducted an assessment of local communities' exposure to hazardous emissions from your manufacturing facilities and taken appropriate steps to mitigate?
O We have not conducted an assessment
Assessment indicates some exposure, but we have taken no action to date
Assessment indicates some exposure, and we have implemented a mitigation and control strategy
O Assessment indicates no exposure
Points Earned: 0.22 of 0.32
% of Environmentally Preferred Input Materials
What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?
O<20%
O 20-49%
O 50-74%
O 75-99%
O 100%
Opn't Know
○ N/A - We do not sell a physical product
Points Available: 1.30
Programs to Reduce End of Life Waste
Which of the following practices are in place to reduce waste to landfill after the usage of your product and/or its packaging?
Company has a product/packaging reclamation and recycling program designed and implemented by the company or a third party
Oompany has a product/packaging reclamation and reuse program designed and implemented by the company or a third party
Company takes back similar products or packaging from other companies as part of its reclamation program
Company includes information about their reclamation programs on product labels / packaging
Company includes information about their reclamation programs in advertising campaigns
Company has achieved circularity (no waste created) in its products and packaging
✓ Other
☐ None of the above

Points Earned: 0.06 of 0.65

Monitoring Hazardous Waste How does your company monitor and manage your hazardous waste production? Company does not currently monitor and record emissions Company monitors and records emissions (no reduction targets) Company monitors emissions and has specific reduction targets We regularly monitor and record emissions and have set a zero hazardous waste target Company has met specific reduction targets during the reporting period Eliminated emissions of this by-product entirely Points Earned: 0.32 of 0.65 **Total Hazardous Waste Produced** Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months Waste Produced: Hazardous Waste (metric tonnes) during the last 12 months 17 ☐ We do not track this Points Available: 0.00 **Reducing Waste** Optional unweighted metrics: Approximately by what % has your company reduced solid and hazardous waste generation (normalized for revenue changes) over the following periods? The past two years The past two years 2 ☐ We do not track this Points Available: 0.00 **Hazardous Waste Disposal** Can your company verify that your hazardous waste is always disposed of responsibly? This includes batteries, paint, electronic equipment, etc. Yes O No O N/A - We have eliminated hazardous waste Points Earned: 0.65 of 0.65

Hazardous Materials On-Site

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

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

- ✓ Written procedures for safe storage, use and disposal of each hazardous material available in the national language(s) of work
- ✓ All hazardous materials are kept in sealed containers in a locked storeroom located in a separate area from regular business activities
- All containers with hazardous materials are labeled, with instructions for proper storage, use and disposal

☐ None of these procedures

□ N/A

Points Earned: 0.65 of 0.65

Supply Chain Chemical Management

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

Only select practices if you track and manage toxins or hazardous waste for at least 50% of your company suppliers (on a cost basis).

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

Points Earned: 0.65 of 0.65

Supply Chain Chemical Improvement

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

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

Points Earned: 0.65 of 0.65

Supply Chain Biodiversity Management

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

Only select practices if you track and manage the impact on biodiversity for at least 50% of your company suppliers (on a cost basis). ✓ We don't evaluate our supply chain impact on biodiversity We have conducted an analysis of our value chain, including suppliers, services, and materials, to identify material risks to biodiversity We set targets for reducing impact on biodiversity through our supply chain We have verified that our supply chain creates no (or positive) biodiversity impact Points Available: 0.65 **Supply Chain Biodiversity Improvement** What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce your supply chain's impact on biodiversity? We collaborate with or require suppliers to collect data and report on biodiversity impact We screen suppliers to fit good biodiversity practices We provide support or resources for our supply chain in adopting biodiversity-friendly operations (e.g. online tools, applying questionnaires and surveys, collaborating in industrywide surveys) We audit and provide help to suppliers to complete corrective actions ✓ None of the above Points Available: 0.65

Land/wildlife Conservation - Impact Business Model

IMPACT BUSINESS MODELS

0.0

This IBM section is applicable if your company's products/services preserve or restore natural environments and/or protect animals (e.g. reforestation, sustainably harvested agriculture, protected parks)

Land/wildlife Conservation Description

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the
assessment.
O Product or service requires specific practices to ensure the humane treatment of animals used as inputs in the product's creation
(e.g. humane certified eggs)
OProduct or service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (e.g.
FSC certified paper; MSC seafood; shade-grown coffee)
O Product or service directly prevents environment/ecosystem degradation (e.g. protected parks; wildlife management services)
O Product or service improves natural environments previously damaged by degradation (e.g. reforestation; endangered species repopulation)
These descriptions do not apply to our company's product/service (Skip the remainder of this section)
Points Available: 0.00
Revenue from Land/wildlife Conservation
What were your total revenues last fiscal year from the previous products or services?
Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.
What were your total revenues last fiscal year from the previous products or services?
☐ We do not track this
Points Available: 0.00
Tracking Environmental Metrics
Which of the following environmental metrics does your company track regarding the environmental
impact of your product or service?
You will be asked to report each environmental metric selected
CO2 saved/offset by product/service (metric tons)
Liters of water saved/offset by product/service
☐ Number of wildlife species protected/saved
☐ Metric tons of waste saved from landfill or incineration
☐ Number of hectares protected
✓ None of the above
Points Available: 0.00

Management of Land/wildlife Conservation

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

Please select all that apply.
Ue have formally defined the outcomes sought by our product or service and have developed a theory of change for them
Ue have based our impactful product or service business model on established secondary research that demonstrates potential
impact
Ue have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or
delivering our products or services
☐ We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications)
☐ We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our
beneficiaries
☐ We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our
beneficiaries
☐ We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to
intentional positive effects
☐ We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficient
than possible, or to produce other negative effects
✓ None of the above
Points Available: 1.07

Innovative Land/wildlife Conservation

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

n/a

Points Available: 0.00

Customers

Customers Impact Area Introduction

OPERATIONS

0.0

This section identifies whether your company's product/service is designed to deliver a specific, material, positive impact for its customers (beyond the value normally provided from goods or services), and if so, opens the Customer Impact Business Model section that is most applicable.

Customer Impact Business Model Introduction

Do any of your company's products/services address a social or economic problem for your customers and/or their beneficiaries?

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



ONo

Points Available: 0.00

Customer Focus of Product or Service

Is the social or economic problem addressed by your product/service one that is faced directly by your customers and/or your clients' beneficiaries?

If you answer "No" here, be sure to revisit the Environment and/or Community sections to ensure your business model impact is appropriately captured.



O No, customers support in our ability to produce a positive social/economic impact, but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, we sell fair trade products to our customers, we sell environmentally beneficial products to our customers)

Points Available: 0.00

Positive Impact of Product/Service

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

The production and sales of our fine art products promote creativity and artistic expression, and encourage positive social impacts.

Beneficial Product Type

Which of the following most closely matches the outcome and/or problem solved for your customers as defined above?

Only select the ONE most relevant option for each product line. This will guide you to a series of questions specific to the type of impact

you indicate you are creating.
Access to products/services that fulfill basic human needs for individuals without prior access (e.g. providers of electricity or clean
drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
Improved or maintained health and wellness (e.g. medical equipment, medical services and medicines, preventative health services
or products, healthy living products, exercise and sporting products, prescription eyeglasses)
Improved education or skills development (e.g. schools, textbooks, tutoring services, career leadership training, education tools,
games and software)
☐ Increased economic opportunity for underserved groups (e.g. financial or insurance services or benefits consulting for the
underserved, new mechanisms to connect products to market)
☐ Increased operational success or capital for purpose driven or underserved enterprises (e.g. impact investing or fundraising
platforms, nonprofit accounting services)
☐ Increased social and/or environmental impact for businesses or other organizations (e.g. sustainability consulting)
✓ Increased access to arts, media, or culture (e.g. independent media, artisanal crafts, photography, information services)
☐ Improves market access through physical or technological infrastructure (e.g. mobile telecommunications, business technologies of
software, roads, bridges, railways, ports, building and construction materials not previously available)
☐ None of the above
Points Available: 0.00

Arts, Media & Culture Overview

Please tell us more about how your product or service promotes the arts, sciences or media.

We produce and sell fine art products that encourage artists of all ages and abilities to continue with their artistic expression and promote positive social impacts. Additionally, our business model is developed around true artist creation, supporting artists and promoting the value of art in society. This can be shown through our commitment to promoting a creative lifestyle (as seen in our Mission Statement).

Impact on Underserved Populations

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

Answering affirmatively will opt you into additional sections of the B Impact Assessment with more specific questions about this Impact Business Model. Our products or services directly support underserved populations Our products or services support organizations that directly support underserved populations O Don't know O None of the above Points Available: 0.00 **Total Customer Organizations Total Number of Customers** Organizations served in the last 12 months: Organizations served in the last 12 months: ✓ We do not track this Points Available: 0.00 **Total Customer Individuals Total Number of Customers** Individuals served in the last 12 months:

Individuals served in the last 12 months:

We do not track this

Points Available: 0.00

Customer Stewardship

OPERATIONS

3.6

Managing Customer Stewardship

Managing Sustainer Stewardship	
Does your company do any of the following to manage the impact and value created for your customer or consumers?	
☐ We offer product / service guarantees, warranties, or protection policies	
✓ We have third party quality certifications or accreditations	
✓ We have formal quality control mechanisms	
✓ We have feedback / customer service feedback or complaint mechanisms	
✓ We monitor customer or consumer satisfaction	
✓ We assess the outcomes produced for our customers through the use of our product or service	
☐ We have written policies in place for ethical marketing, advertisement, or customer engagement	
✓ We manage the privacy and security of client / customer data	
☐ None of the above	
Points Earned: 0.45 of 0.45	
Product Accreditations and Certifications	
What % your products or services have been reviewed and certified by an accreditation body focused	
on quality?	
This can include process certifications like ISO9000 or industry specific quality accreditations.	
\bigcirc 0%	
O 1-9%	
O 10-24%	
O 25-49%	
O 50-74%	
O 75-99%	
● 100%	
○ N/A	
Points Earned: 0.91 of 0.91	
Quality Assurance	
Do you use an established third party methodology to manage quality assurance for your products or services?	
Examples include PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc	
Yes	
O No.	

Points Earned: 0.45 of 0.45

Feedback and Complaint ChannelsAre any of the following true regarding mechanisms for customers to provide feedback, ask questions, or file complaints?

me complainte.
✓ Products and/or websites feature customer service contact information
✓ Product / service reviews are made available in their entirety to public
✓ Company responds to all direct inquiries or complaints within a month of receipt
Company offers live time support to customers
Other
☐ None of the above
pints Earned: 0.34 of 0.45
Ionitoring Customer Satisfaction and Retention
hich of the following are true of your company with regards to customer or client satisfaction and/or etention?
✓ Company monitors customer satisfaction
✓ Company shares customer satisfaction internally within the company
Company shares customer satisfaction publicly
✓ Company has specified targets for customer / client satisfaction
✓ In the last year, company has achieved specified targets for satisfaction
□ None of the above
pints Earned: 0.36 of 0.45
lanaging Product Impacts
oes the company do any of the following with regards to managing the potential impact their products ave on customers / beneficiaries?
Company regularly monitors customer outcomes and well-being
✓ Company has formal program to incorporate customer testing and feedback into product design
Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative
effects or increasing positive effects)
Other
☐ None of the above

Points Earned: 0.30 of 0.45

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?
✓ Company has a formal publicly available data and privacy policy
Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is
shared with other entities (public or private)
✓ All customers have option to decide how their data can be used
Company's all email list building and email marketing strategies are GDPR compliant
Other
☐ None of the above
□ N/A - Company does not collect sensitive data
Points Earned: 0.45 of 0.45
Data Security Management
Does the company have any of the following practices to ensure security of private data?
✓ Data privacy is included in company wide risk management compliance processes
✓ All employees with access to data are trained on data privacy policies
Company has a formal code of conduct that defines unauthorized uses of data
✓ Internal audits of data security
External audits of data security
☐ Simulated hacks on data security
Other
☐ None of the above
□ N/A - Company does not collect sensitive data

Points Earned: 0.34 of 0.45

Arts, Media, & Culture - Impact Business Model

IMPACT BUSINESS MODELS

13.1

This IBM section is applicable if your company's products/services promote or preserve art, cultural heritage, or civic engagement (e.g. independent journalism, artisanal crafts, photography)

Arts, Media & Culture Product Description

Which of the following product or service descriptions best fit your company?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. O Product or service supports or preserves culture (e.g. creation of artisanal handicrafts, supporting cultural events, preserving historic production methods) Product or service offers, creates, or enables the creation of original art O Product or service has a core purpose of independent journalism O Product or service has a core purpose of civic engagement or civil-society focused media O These descriptions do not apply to our company's product/service Points Available: 0.00 Revenue from Art, Media, & Culture What were your total revenues last fiscal year from the previous products or services? Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment. What were your total revenues last fiscal year from the previous products or services? We do not track this Points Available: 0.00 **Tracking Beneficiaries** Does your company track the amount of any of the following beneficiary categories served? You will be asked to report the # of beneficiaries reached for each category selected ☐ Individuals Households ☐ Communities Businesses or nonprofit organizations Governments ✓ None of the above Points Available: 0.00

Management of Arts, Media, & Culture

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

Select all that apply. We have formally defined the outcomes sought by our product or service and have developed a theory of change for them We have based our impactful product or service business model on established secondary research that demonstrates potential impact We have directly and formally engaged stakeholders in understanding their desires and needs when developing, refining, and or delivering our products or services We are verified to meet third-party standards for impact (e.g. we have impact-related product certifications) We measure near-term outcomes of the product or service to determine whether it is meeting the needs and expectations of our beneficiaries We measure long-term outcomes in order to assess whether the results of our product produce lasting positive impacts for our beneficiaries We have identified and measure and manage the unintentional or potential negative impacts of the product or service in addition to intentional positive effects We have identified and managed potential causes that could lead to a failure to deliver the positive outcome, to do so less efficiently than possible, or to produce other negative effects None of the above Points Earned: 0.27 of 1.07

Innovative Arts, Media, & Culture Product

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

We have some of the oldest and most respected brands on the planet. The only thing deeper than our roots is our belief that art makes a difference and what we do gives people the opportunity to express themselves and explore their creativity. No matter what his or her ambitions, everyone can be an artist. The oldest brand in our portfolio, Lefranc Bourgeois, was founded 300 years ago, and is still manufactured in France. Winsor & Newton, which was founded in 1832, has been used by respected artists JMW Turner, Picasso and David Hockney to name but a few. In 1841 Queen Victoria commissioned Winsor & Newton to create the Series 7 brush and granted Winsor & Newton the first Royal Warrant. Liquitex invented the first water-based acrylic paint back in 1955 and has been innovating ever since with additions to their portfolio.

Points Available: 0.00

Disclosure Industries

Disclosure Questionnaire

Disclosure questions on specific production and trade.

Disclosure Alcohol

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Alcohol

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Tobacco

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Tobacco

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Firearms Weapons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Firearms, weapons or munitions

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Disclosure Pornography

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Pornography

Please also select "Yes" if your company serves clients in this industry

O Yes

No

Points Available: 0.00

Disclosure Fossil Fuels

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Fossil-fuel-based oil, natural gas, or coal extraction, distribution, sale, etc.

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Points Available: 0.00

Disclosure Mining

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Mining

Please also select "Yes" if your company serves clients in this industry

O Yes

O No

Disclosure Nuclear Power or Hazardous Materials

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Nuclear power, radioactive materials or hazardous waste

Please also select "Yes" if your company serves clients in this industry

O Yes



Points Available: 0.00

Disclosure Prisons

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Prisons

Please also select "Yes" if your company serves clients in this industry

O Yes



Points Available: 0.00

Disclosure Bottled Water

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Bottled water

O Yes



Points Available: 0.00

Disclosure Animal Products or Services

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Animal-based products or services (including seafood)

O Yes



Disclosure Monoculture Agriculture

Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Monoculture agriculture O Yes ON Points Available: 0.00 **Disclosure Genetically Modified Organisms** Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Genetically modified organisms Please also select "Yes" if your company serves clients in this industry O Yes No Points Available: 0.00 **Disclosure Biodiversity Impacts** Please indicate if your company is involved in the production, operation, trade, or sale of any the following: Industries with a large potential biodiversity impact (including logging or logging equipment, agriculture, etc.) O Yes No Points Available: 0.00 **Disclosure Energy and Emissions Intensive Industries** Please indicate if your company is involved in the production, operation, trade, or sale of any the

following:

Energy- and emissions-intensive industries

O Yes No

Disclosure Water Intensive Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Water-intensive industries

O Yes

No

Points Available: 0.00

Disclosure Chemicals

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Chemicals, including those reliant on chemicals that meet the Substances of Very High Concern (SVHC) criteria under REACH

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



Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Products or activities that are illegal under country laws or regulations where they have operated, banned in international conventions or agreements, or subject to international phase-out or regulation

O Yes

O No

Disclosure Industries at Risk of Human Rights Violations

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Industries reliant upon materials at high risk of human rights infringements (e.g. conflict minerals)

O Yes

No

Points Available: 0.00

Other Disclosure Industries

Please indicate if your company is involved in the production, operation, trade, or sale of any the following:

Other industries that may cause social or environmental harm or are subject to stakeholder criticism or concern

O Yes

No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Industries" listed above, please provide a detailed explanation of the company's involvement for each affirmative response:

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

We manufacture using various chemicals, pigments and resins, to produce high quality fine art paint. Animal hair is used for the manufacture of our professional artists brushes.

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

Please indicate if your company engages in any of the following practices:

Company is not formally registered in accordance with all relevant regulations and requirements

If your company is a formally registered business, select "No."

O Yes

No

Tax Reduction Through Corporate Shells

Please indicate if your company engages in any of the following practices: Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments O Yes ON Points Available: 0.00 Does not transparently report corporate financials to government Please indicate if your company engages in any of the following practices: Company withholds corporate financials from government O Yes No Points Available: 0.00 **Operates in conflict zones** Please indicate if your company engages in any of the following practices: Company operates in conflict zones O Yes ON O Points Available: 0.00 Sale of Data Please indicate if your company engages in any of the following practices:

Company sells or provides access to consumer or user data

O Yes

No

Facilities located in sensitive ecosystems Please indicate if your company engages in any of the following practices: Company facilities are located adjacent to or in sensitive ecosystems O Yes O No Points Available: 0.00 **Animal Testing** Please indicate if your company engages in any of the following practices: Company's products are tested on animals O Yes No Points Available: 0.00 **Marketing of Breastmilk Substitutes** Please indicate if your company engages in any of the following practices: Marketing of breastmilk substitutes O Yes No Points Available: 0.00

Olitis / Wallabic: 0.00

Workers not Provided Clean Drinking Water ot Toilets

Please indicate if your company engages in any of the following practices:

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

O Yes

No

Workers paid below minimum wage Please indicate if your company engages in any of the following practices: A portion of workers, contractors, subcontractors or day-workers are paid below minimum wage O Yes O No Points Available: 0.00 No signed employment contracts for all workers Please indicate if your company engages in any of the following practices:

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

O Yes

No

Points Available: 0.00

Payslips not provided to show wage calculation and deductions

Please indicate if your company engages in any of the following practices:

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

O Yes

ON

Points Available: 0.00

Activities against freedom of association/collective bargaining

Please indicate if your company engages in any of the following practices:

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

O Yes

No

Workers cannot leave site during non-working hours

Please indicate if your company engages in any of the following practices:

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

This includes workers who live on site.

O Yes

○ No

Points Available: 0.00

ID Cards Withheld or Penalties for Resignation

Please indicate if your company engages in any of the following practices:

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

O Yes

No

Points Available: 0.00

Workers Under Bond

Please indicate if your company engages in any of the following practices:

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

O Yes

O No

Points Available: 0.00

Confirmation of Right to Work

Please indicate if your company engages in any of the following practices:

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

O Yes

O No

Employs Individuals on Zero-Hour Contracts Please indicate if your company engages in any of the following practices: Company employs individuals on zero-hour contracts O Yes O No Points Available: 0.00 Company workers are prisoners Please indicate if your company engages in any of the following practices: Company uses workers who are prisoners O Yes No Points Available: 0.00 Company Employs Workers Under Age 15 (Or Other ILO Minimum Age) Please indicate if your company engages in any of the following practices: 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 O Yes ON O Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

Please indicate if your company engages in any of the following practices:

Overtime work is compulsory and exceeds 48 hours in a week

O Yes

No

Other Disclosure Practices

Please indicate if your company engages in any of the following practices:

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

O Yes

O No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Practices" listed above, please provide a detailed explanation of the company's engagement in each practice marked in the affirmative:

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

n/a

Points Available: 0.00

Disclosure Outcomes & Penalties

Disclosure questions concerning litigation, relocation of communities, accidents, and on-the-job fatality.

On-Site Fatality

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

No

Points Available: 0.00

Litigation or Arbitration

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

O No

Company has filed for bankruptcy Please indicate if your company has experienced any of the following in the past 5 years: Company has filed for bankruptcy Yes No Points Available: 0.00 Bribery, Fraud, or Corruption Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Bribery, fraud, or corruption

Yes

No

Points Available: 0.00

Anti-Competitive Behavior

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Anti-competitive behavior

O Yes

No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Financial reporting, tax payments, investments, or loans

O Yes

No

Political Contributions or International Affairs

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following: Political contributions or international affairs O Yes ON Points Available: 0.00 **Labor Issues** Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following: Labor issues (including safety and discrimination) O Yes O No Points Available: 0.00 Recalls Please indicate if your company has experienced any of the following in the past 5 years: Recalls due to quality control issues O Yes No Points Available: 0.00 **Breaches of Confidential Information**

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

O No

Consumer Protection

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

fine or sanction in the past five years for any of the following:

Consumer protection (including product safety and marketing claims)

Points Available: 0.00

O Yes

Significant Layoffs

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

No

Points Available: 0.00

Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

O No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

Please indicate if your company has experienced any of the following in the past 5 years:

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

O Yes

No

Penalties Assessed For Environmental Issues

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Environmental management penalties, including animal welfare

O Yes

Points Available: 0.00

Violation of Indigenous Peoples Rights

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Infringing on indigenous people's rights, for instance by utilizing lands owned or used by indigenous peoples without full documented consent of such peoples

O Yes

O No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

Please indicate if your company has had a formal complaint to a regulatory agency or been assessed a fine or sanction in the past five years for any of the following:

Other penalties, complaints, or grievances filed or levied against the company for negative impacts on local communities, human rights, or other stakeholder concerns

O Yes

O No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

If you selected "Yes" to any of the "Disclosure Outcomes & Penalties" listed above, please provide a detailed explanation of the company's experience related to each affirmative response:

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

N/A

Points Available: 0.00

Supply Chain Disclosure

Disclosure questions concerning the significant suppliers of the company

Supplier Child Labor, Prison Labor, or Forced Labor Please indicate if any of the following statements are true regarding your company's suppliers: Employment of workers under the age of 15, use of workers who are currently prisoners, or other practices that are relevant to risk of forced labor O Yes ON O Don't Know Points Available: 0.00 **Suppliers in Conflict Zones** Please indicate if any of the following statements are true regarding your company's suppliers: Operation in conflict zones O Yes O No O Don't Know Points Available: 0.00 **Suppliers Negative Social Impact** Please indicate if any of the following statements are true regarding your company's suppliers: Practices or outcomes that produced substantial negative impacts regarding human rights, labor conditions, or local communities O Yes ON O Don't Know Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

Yes
No
Don't Know