

**Viña Concha y Toro S.A.**  
**2021 Aggregated Full B Impact Assessments**

**Transparency Requirement for Publicly-Traded Company:**

Viña Concha y Toro S.A. is a publicly-traded company. A publicly-traded company that is a Certified B Corporation is required to make transparent its answers to all non-sensitive questions on the B Impact Assessment. As Viña Concha y Toro S.A. has not yet met the [B Corp Legal Requirement](#), all of its subsidiaries' assessments are required to be made transparent as well.

All answers reported refer to each of the each of the respective subsidiaries' practices and performance except for topics managed at the Corporate level (i.e. Viña Concha y Toro). In those cases, Corporate answers have been reported in the respective subsidiaries' assessments having made sure that they are fully implemented as such at Viña Concha y Toro. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors to prejudice litigation) are covered as such:

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

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# B Impact Report

## Overall B Impact Score

**Viña Concha y Toro S.A.**






For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 578 Ordinary Businesses that also have 1000+ employees. [Learn More](#)



**UNVERIFIED**

## Impact Area Scores

	Governance	9	+
	Workers	26.8	+
	Community	17.2	+
	Environment	23.8	+
	Customers	3.6	+

As a publicly traded company, Viña Concha y Toro S.A. is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Viña Concha y Toro S.A. as part of their certification as a B Corporation.

## Viña Concha y Toro S.A.

SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
80.7	100%	6	2019 - Active	Manufacturing	1000+

## Governance

OPERATIONS

## Mission & Engagement

1.6

### 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.

- Creating positive social or environmental impact is not a focus for our business
- We 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.
- 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: 0.19 of 0.19

### Mission Statement

Support

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here.

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: 0.08 of 0.38

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## Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- Only included informally in orientation, training, or instruction
- Specific, formal training is integrated into new employee and new manager training
- Specific, formal training is integrated into ongoing employee and manager training
- Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- None of the above

Points Earned: 0.25 of 0.38

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## Methods of Engagement

What methods does the company use to solicit feedback from stakeholders on its social and environmental performance on material issues?

- Stakeholder surveys and /or focus groups
- Townhall meetings or forums
- Individual meetings with stakeholders or stakeholder representatives
- Stakeholder focused working groups and / or advisory panels
- Stakeholder advisory councils that report directly to senior executives and/or Board of Directors
- Other
- None of the above

Points Earned: 0.25 of 0.38

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## 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: 0.38 of 0.38

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## Identification of Material Issues

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

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

Points Available: 0.00

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## Frequency of Materiality Assessment Updates

How frequently does your company conduct or review its materiality assessment of social and environmental issues?

- Company conducts a complete materiality assessment or update at least every other year
- Company conducts a complete materiality assessment every year
- Company reviews or conducts a materiality assessment "update" every year
- Company has created materiality review processes to identify and adjust material issues more frequently than annually
- None of the above

Points Earned: 0.30 of 0.38

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## Addressing Stakeholder / Human Rights Grievances

Does your company have any of the following practices to address stakeholder grievances and/or human rights allegations?

- Company issues a public report identifying cases surfaced from grievance mechanisms (and other human rights related allegations), along with company responses
- Company has evidence of successful remedy (to the satisfaction of the stakeholder affected) for all grievances in the last year
- Company has implemented or revised company practices, and publicly reported those changes, to mitigate concerns raised via grievance mechanism in the last year
- Human rights policies, reviews, and diligence mechanisms are overseen by the Board of Directors
- None of the above

# Ethics & Transparency

## 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
- Non-Fiduciary Advisory Board
- Board of Directors (with at least one member who is not an executive or owner of the company)

Points Earned: 0.36 of 0.36

## Governing Body Characteristics

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

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

Points Earned: 0.36 of 0.36

## Governing Body Composition

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

- Includes at least 50% independent members
- All directors serve four or fewer other board mandates
- Term limits are set in board bylaws
- Requires separation of the board chair and chief executive positions
- Company is a cooperative and elects Board from membership
- None of the above
- N/A - No Board of Directors

Points Earned: 0.55 of 0.73

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## 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: 0.18*

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## Audit Committee Characteristics

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

Please check all that apply.

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

*Points Earned: 0.24 of 0.36*

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## 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: 0.24 of 0.36*



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## 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: 0.36 of 0.36

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## 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 cases
- Other - please describe
- None of the above
- N/A - No Business Code of Conduct

Points Earned: 0.36 of 0.36

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## 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

- Other - please describe
- None of the above

Points Earned: 0.29 of 0.36

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## 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: 0.22 of 0.36

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## Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- Yes
- No

Points Earned: 0.36 of 0.36

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## Financial Controls

Does your company maintain any of the following financial controls?

Please check all that apply.

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

Points Earned: 0.24 of 0.36

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## 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: 0.36 of 0.36*

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## 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: 0.25 of 0.36*

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## Impact Reporting

Does the company produce a public-facing annual report detailing its social and environmental performance that includes any of the following?

- We seek input from relevant stakeholder groups to help determine what information to report
- We provide clear descriptions of our mission-related activities
- We share quantifiable targets related to our company's mission
- We share quantifiable results from our mission-related activities (e.g., lbs of carbon offset)
- We use consistent variables of measurement which allow comparisons to previous years
- Our report is in compliance with the Global Reporting Initiative (GRI) or equivalent disclosure level based on a third-party voluntary reporting standard
- A third party has validated the information we share
- Impact reporting is integrated with financial reporting
- We don't produce a public-facing mission-related annual report

*Points Earned: 0.36 of 0.36*

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## Governing Body Transparency

What information does your company make transparent regarding your Board of Directors?

Please check all that apply.

- We publicly report member names, bios or CVs, and relationship, including any conflict of interest with the company
- We publicly report attendance rate of board meetings
- We publicly report remuneration of board members and chief executives
- None of the above

*Points Earned: 0.36 of 0.36*

OPERATIONS

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## Governance Metrics

**0.0**

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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?

*Points Available: 0.00*

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## Reporting Currency

Select your reporting currency

- US Dollar - USD
- Euro - EUR
- Australian Dollar - AUD
- Canadian Dollar - CAD
- Danish Krone - DKK
- Hong Kong Dollar - HKD
- Iceland Krona - ISK
- New Israeli Sheqel - ILS
- New Zealand Dollar - NZD
- Norwegian Krone - NOK
- British Pound - GBP
- Singapore Dollar - SGD
- Swedish Krona - SEK
- Swiss Franc - CHF
- Yen - JPY
- Zloty - PLN
- Afghani - AFN
- Algerian Dinar - DZD
- Argentine Peso - ARS
- Armenian Dram - AMD
- Aruban Guilder - AWG
- Azerbaijanian Manat - AZN
- Bahamian Dollar - BSD
- Bahraini Dinar - BHD
- Baht - THB
- Balboa - PAB
- Barbados Dollar - BBD
- Belarussian Ruble - BYR
- Belize Dollar - BZD
- Bermudian Dollar - BMD
- Bolivar Fuerte - VEF
- Boliviano - BOB
- Brazilian Real- BRL
- Brunei Dollar - BND
- Bulgarian Lev - BGN
- Burundi Franc - BIF
- Cape Verde Escudo - CVE
- Cayman Islands Dollar - KYD
- Cedi - GHS
- CFA Franc BCEAO - XOF
- CFA Franc BEAC - XAF
- CFP Franc - XPF
- Chilean Peso - CLP
- Colombian Peso - COP
- Comoro Franc - KMF
- Congolese Franc - CDF

- Congolese Franc - CDF
- Convertible Marks - BAM
- Nicaraguan Cordoba - NIO

- Costa Rican Colon - CRC
- Croatian Kuna - HRK
- Cuban Peso - CUP
- Czech Koruna - CZK
- Dalasi - GMD
- Denar - MKD
- Djibouti Franc - DJF
- Dobra - STD
- Dominican Peso - DOP
- East Caribbean Dollar - XCD
- Egyptian Pound - EGP
- El Salvador Colon - SVC
- Ethiopian Birr - ETB
- Falkland Islands Pound - FKP
- Fiji Dollar - FJD
- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hryvnia - UAH
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kroon - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Lari - GEL
- Latvian Lats - LVL
- Lebanese Pound - LBP
- Lek - ALL
- Lempira - HNL
- Leone - SLL
- Liberian Dollar - LRD
- Libyan Dinar - LYD
- Lilangeni - SZL
- Lithuanian Litas - LTL
- L... ..

- Loti - LSL
- Malagasy Ariary - MGA
- Malaysian Ringgit - MYR
  
- Manat - TMT
- Mauritius Rupee - MUR
- Metical - MZN
- Mexican Peso - MXN
- Moldovan Leu - MDL
- Moroccan Dirham - MAD
- Mvdol - BOV
- Naira - NGN
- Nakfa - ERN
- Namibia Dollar - NAD
- Nepalese Rupee - NPR
- Netherlands Antillian Guilder - ANG
- New Leu - RON
- New Taiwan Dollar - TWD
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Pataca - MOP
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Quetzal - GTQ
- Rufiyaa - MVR
- Rupiah - IDR
- Russian Ruble - RUB
- Rwanda Franc - RWF
- Saint Helena Pound - SHP
- Saudi Riyal - SAR
- Serbian Dinar - RSD
- Seychelles Rupee - SCR
- Solomon Islands Dollar - SBD
- Som - KGS
- Somali Shilling - SOS
- Somoni - TJS
- Sri Lanka Rupee - LKR
- Sudanese Pound - SDG
- Surinam Dollar - SRD
- Syrian Pound - SYP
- Taka - BDT
- Tala - WST
- Tanzanian Shilling - TZS
- Tenge - KZT



- Tenge - KZT
- Trinidad and Tobago Dollar - TTD
- Tugrik - MNT
  
- Tunisian Dinar - TND
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS
- Vatu - VUV
- Viet Nam Dong - VND
- Yuan Renminbi - CNY
- Rand - ZAR
- Rial Omani - OMR
- Riel- KHR
- Yemeni Rial - YER
- Won - KRW
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL

Points Available: 0.00

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## 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

We do not track this

Points Available: 0.00

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## 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

We do not track this

Points Available: 0.00

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## 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*

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## Net Income Year Before Last

### Net Income

From the fiscal year before last

From the fiscal year before last

We do not track this

*Points Available: 0.00*

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## 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

We do not track this

*Points Available: 0.00*

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IMPACT BUSINESS MODELS

## Mission Locked- Impact Business Model

**2.5**

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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?

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

*Points Earned: 2.50 of 10.00*

## Workers

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OPERATIONS

### Workers Impact Area Introduction

**0.0**

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This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

### 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
- 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

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## 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

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## # of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers

We do not track this

Points Available: 0.00

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## # of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

Total full-time workers twelve months ago

We do not track this

Points Available: 0.00

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## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

We do not track this

*Points Available: 0.00*

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## # of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

Total part-time workers twelve months ago

We do not track this

*Points Available: 0.00*

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## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

We do not track this

*Points Available: 0.00*

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## # of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

Total temporary workers twelve months ago

We do not track this

*Points Available: 0.00*

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**Financial Security**

OPERATIONS

**4.5**

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## 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?

We do not track this

*Points Available: 0.00*

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## % 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.

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

*Points Available: 2.52*

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## % 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.

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

*Points Available: 2.52*

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## % Above the Minimum Wage

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

- 0% - Lowest wage is equivalent to minimum wage
- 1-9%
- 10-29%
- 30-49%
- 50-75%
- 75%+

N/A - We do not employ hourly workers

Points Available: 1.26

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## 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

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## 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: 1.26 of 1.26

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## 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

Points Earned: 1.26 of 1.26

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## Significance of Bonuses

What was the equivalent percentage of profits that were distributed as bonuses to non-executive workers in the last fiscal year?

- No bonus payout, or no bonus plan
- 5% or less
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive workers, despite the company not earning a profit

*Points Earned: 0.16 of 1.26*

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

*Points Earned: 0.31 of 1.26*

---

## % of Company Owned by Non-Executive Employees

What percentage of the company is owned by workers who are not executives or founders?

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

*Points Earned: 0.63 of 2.52*



---

## 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: 0.94 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?

Check all that apply.

- 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 Available: 0.63*

OPERATIONS

## Health, Wellness, & Safety

9.2

---

### Government Provision Of Healthcare

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

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

*Points Available: 0.00*

---

## Healthcare Coverage

What percentage of employees is eligible for health care benefits either through company or government plan?

- <75%
- 75-84%
- 85-94%
- 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?

- 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: 1.11 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).

- 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: 1.11 of 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
- None of the above
- N/A - No hazardous or dangerous materials used on-site

*Points Earned: 1.11 of 1.11*

---

## Machinery Practices

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

This 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

*Points Earned: 1.11 of 1.11*

---

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

*Points Earned: 0.37 of 1.11*

OPERATIONS

---

## Career Development

2.6

---

## Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

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

Points Earned: 0.44 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.

- 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: 0.33 of 0.50

---

## 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.

- 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: 0.80 of 1.00*

---

## Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- 15%+

*Points Earned: 0.17 of 0.50*

---

## 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: 0.38 of 0.50*

## 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%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.15 of 0.30

## Life Skill 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)

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

Points Earned: 0.08 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.

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

Points Earned: 0.45 of 0.60

## 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: 0.23 of 0.23

---

## Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- Gender
- Race
- Color
- Disability
- Political opinion
- Sexual orientation
- Age
- Religion
- HIV status
- We have no written non-discrimination policy

Points Earned: 0.23 of 0.23

---

## 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



- No secondary caregiver leave is offered to employees

Points Earned: 0.18 of 0.45

---

## 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: 0.91 of 0.91

---

## 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: 0.11 of 0.45

---

## 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: 0.45 of 0.45

---

## 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: 0.45 of 0.45

---

## 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

- We do not track this

Points Available: 0.00

---

## Labor Practices Review

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

- No
- 50%+ of company's operations have been reviewed or certified
- We conducted human rights reviews beyond what is required by law
- Our compliance reports are shared with stakeholder (e.g. workers, suppliers, NGOs, government)

Points Earned: 0.45 of 0.45

---

## Labor Rights Training

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

- None
- 1-24%
- 25-49%
- 50-74%
- 75%+

Points Earned: 0.45 of 0.45

OPERATIONS

---

## Engagement & Satisfaction (Salaried)

1.4

---

### 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: 0.75 of 1.00

---

### 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 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)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid
- 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: 0.70 of 1.00

---

## Community

# Community Impact Area Introduction

0.0

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific positive benefit to stakeholders.

**Attrition Rate for Salaried Workers**

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

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?

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

>10%

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

5-10%

Yes 4.9%

No 2.4%

Points Available: 0.00

# Diversity, Equity, & Inclusion

2.2

## 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: 0.11 of 0.54

## 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
- Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- None of the above

Points Available: 0.54

---

## 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
- We accommodate learning or emotional disabilities in work processes and workplace policies
- None of the above

Points Earned: 0.11 of 0.54

---

## 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
- We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- None of the above

Points Earned: 0.27 of 0.54

---

## 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: 0.27 of 0.54

---

## Women Workers

How many of your workers identify as women?

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

*Points Earned: 0.36 of 0.54*

---

## Age Diversity in Workforce

What percentage of your workforce is either under the age of twenty four or over the age of fifty?

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

*Points Earned: 0.45 of 0.54*

---

## 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: 0.54*

---

## Female Management

How many of your company managers identify as women?

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

*Points Earned: 0.36 of 0.54*

---

## 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%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

*Points Available: 0.54*

---

## Female Executives

How many of your company executives identify as women?

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

*Points Earned: 0.18 of 0.54*

---

## Executives from Underrepresented Populations

How many of your company executives identify as from another underrepresented social group?

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know
- N/A

*Points Available: 0.54*

---

## Female Directors

How many of your company Board Directors identify as women?

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

*Points Earned: 0.18 of 0.54*

---

## 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.

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know
- N/A

*Points Available: 0.54*



---

## 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: 0.27

---

## Supplier Ownership Diversity

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

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't Know

Points Available: 0.54

OPERATIONS

## Economic Impact

4.3

---

### Geographic Structure and Scope

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

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

Points Available: 0.00

---

## 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:

We do not track this

*Points Available: 0.00*

---

## Job Growth Rate

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay 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% (Has not grown on net basis)
- 1-5%
- 6-15%
- >15%

*Points Earned: 1.21 of 3.64*

---

## Local Purchasing and Hiring Policies

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

- 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 Available: 0.91*

---

## 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?

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

*Points Earned: 1.82 of 1.82*

---

## 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?

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

*Points Available: 1.82*

---

## 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.

- <49%
- 50-74%
- 75-94%
- 95%+

*Points Earned: 1.36 of 1.82*

---

## Civic Engagement & Giving

OPERATIONS

**1.9**

---

## 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: 0.48 of 0.48*

---

## 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: 0.05 of 0.48*

---

## Impact Measurement of Community Investment

How does your company measure the performance or impact of your community investments?

- Company has a staff member (or members) who have performance measurement and evaluation part of written job responsibility
- Company measures the total inputs of philanthropy like dollars invested and/or time spent
- Company measures the amount of beneficiaries reached through their programs
- Company has identified specific thematic metrics to assess performance and progress over time
- Company surveys beneficiaries to measure outcomes of programs
- Company has contracted an evaluation to study program outcomes in detail
- Other
- None of the above

*Points Earned: 0.12 of 0.24*

---

## Community Investments Performance Improvement

How does your company monitor and improve the progress of its community investments?

- Performance of community investment initiatives and strategy are reviewed and overseen by executive team or Board of Directors at least annually
- Company has set public goals related to community investment performance and set targets to achieve them
- Company monitors performance of projects at least every year to determine if they are on target to meet objectives
- Company reports progress publicly to solicit feedback on programs
- Other
- None of the above

Points Available: 0.24

---

## Strategic Decision Making for Community Investments

How does your company identify and choose community investment to support strategically?

- Company has a written statement / strategy that focuses community investments on specific outcomes and intended impact of the programs
- Company ties philanthropic themes to broader social or environmental goals of the business
- Company's community investment strategy is overseen by Board of Directors
- Company screens programs based on evidence of high efficacy of investments
- Company screens programs on other factors besides established evidence (innovation, third party screens, etc.)
- Other
- None of the above

Points Earned: 0.10 of 0.48

---

## 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?

- None
- Less than 0.1% of revenues
- 0.1-0.4% of revenues
- 0.5-0.9% of revenues
- 1-1.9% of revenues
- >2%

Points Earned: 0.12 of 0.97

---

## % 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.

- No donations last fiscal year
- Less than 0.1% of revenue
- 0.1-0.4% of revenue
- 0.5-0.9% of revenue
- 1-1.9% of revenue
- 2%+ of revenue
- Don't know

Points Earned: 0.39 of 1.94

---

## 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

We do not track this

Points Available: 0.00

---

## Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes in the past two years?

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

Points Earned: 0.48 of 0.48

---

## 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 our 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: 0.24 of 0.24*

OPERATIONS

---

## Supply Chain Management

**8.5**

---

### 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*

---

## Supply Chain Risk Assessment and Mapping

Has your company conducted a risk assessment that identifies aspects of your supply chain and purchasers at most risk for negative social and environmental impact based on any of the following risk factors?

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

- Country of origin
- Sub-regions within countries
- Product / Service / Ingredient attributes
- Size of purchases by the company
- Risk assessment was conducted with support by a third party
- None of the above, company has not conducted a risk assessment of their supply chain

*Points Earned: 0.16 of 0.21*

---

## Supply Chain Tracking and Traceability

For what percent of materials in your supply chain deemed at risk does your company have a system in place that accurately traces the source and origination of all ingredients/ components through the chain?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

*Points Earned: 0.72 of 0.83*

---

## 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
- None of the above
- N/A

*Points Earned: 0.08 of 0.21*

---

## % 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?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

*Points Earned: 0.83 of 0.83*

---

## 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

## Supply Chain Compliance Topics

Does your company have a formalized code of conduct or set requirements regarding the social or environmental practices and performance of its suppliers 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, including those related to social and environmental performance
- Compliance with international human rights and labor standards (for employees and contractors)
- Compliance with international environmental standards
- Payment of a living wage (for employees and contractors)
- Ethics and anti-corruption policies
- Management systems to manage and incentivize positive social and environmental performance
- Other
- None of the above

Points Earned: 0.19 of 0.21

---

## % 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%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.72 of 0.83

---

## % 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%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.83 of 0.83

---

## % of Tier 1 Suppliers Screened / Monitored

What % of your Tier 1 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.72 of 0.83

---

## Screening/Management Methods for Tier 1 Suppliers

Which of the following methods are used to evaluate the social or environmental impact of your Tier 1 Suppliers?

- Company shares policies or rules with suppliers but does not have a verification process in place
- Company requires completion of self-designed assessment
- Company utilizes third party risk or impact assessment tools (Sedex, BIA)
- Company conducts routine audits/reviews of Tier 1 suppliers at least every two years
- Company has third parties conduct routine audits/reviews of Tier 1 supplier at least every two years
- Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 1 suppliers
- Company can confirm quantifiable improvement in Tier 1 supplier social and environmental performance improvement in last year
- Other
- None of the above

Points Earned: 0.21 of 0.21

---

## % of Tier 2 Suppliers Screened / Monitored

What % of your Tier 2 Suppliers (on a currency basis) are evaluated based on the methods selected in the previous question?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Available: 0.83

---

## Screening/Management Methods for Tier 2 Suppliers

Which of following methods are used to evaluate the social or environmental impact of your Tier 2 Suppliers?

- Company shares policies or rules with suppliers but does not have a verification process in place
- Company requires Tier 2 suppliers complete of self-designed assessment
- Company utilizes third party risk or impact assessment tools for Tier 2 suppliers(Sedex, BIA)
- Company conducts routine audits/reviews of Tier 2 suppliers at least every two years
- Company has third parties conduct routine audits/reviews of Tier 2 supplier at least every two years
- Company has mechanisms to hear grievances or performance feedback from stakeholders of Tier 2 suppliers
- Company requires Tier 2 suppliers to track, manage, and report performance of their suppliers
- Company can confirm quantifiable improvement in Tier 2 supplier social and environmental performance improvement in last year
- None of the above

Points Available: 0.21

---

## Screening Methods for Original Producers of Raw Materials

Which of following methods are used to evaluate the social or environmental impact of the original producers of your raw materials:

- Company shares policies or rules with suppliers but does not have a verification process in place
- Company requires original producers to complete of self-designed assessment
- Company utilizes third party risk or impact assessment tools for original producers (Sedex, BIA)
- Company conducts routine audits/reviews of original producers at least every two years
- Company has third parties conduct routine audits/reviews of original producers at least every two years
- Company has mechanisms to hear grievances or performance feedback from stakeholders of original producers of raw materials
- Company can confirm quantifiable improvement in social or environmental performance of original producers of raw materials in the last year
- None of the above

Points Earned: 0.21 of 0.21

---

## % of Original Producers Screened / Monitored

What % of the original producers of your raw materials are evaluated based on the methods selected in the previous question?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

## Reporting on Supply Chain Impact

Which of the following are true regarding how your company reports on your supply chain impact?

- Company aggregates results of supply chain social and environmental assessments to identify and report on trends in performance and breaches publicly
- Company reports key risk areas and root causes of supply chain performance issues and breaches, including methods of remediation the company is taking to address them
- Company publicly reports the geographic locations of all significant and high risk suppliers and originating sources within its supply chain
- Company publicly shares information identifying specific companies in their supply chain
- Company has set public goals regarding the overall social or environmental impact of their supply chain, along with progress towards those goals (to be paying a living wage, etc.)
- None of the above

Points Earned: 0.16 of 0.21

---

## % of Suppliers with Transparency, Reporting, and Goal Setting

For what % of your suppliers (on a currency basis) do the reporting practices selected in the previous question apply?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.72 of 0.83

---

## 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: 0.21 of 0.21*

---

## % 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?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

*Points Earned: 0.72 of 0.83*

---

## Managing Supply Chain Impact

Which of the following are true regarding how your company manages your supply chain impact?

- We embed social and environmental supplier performance into the job descriptions and performance evaluations of their procurement departments (distinct from their sustainability or CSR departments)
- Senior management team members have written responsibility for social and environmental supply chain performance
- We aggregate the results of supply chain social and environmental assessments to identify and report on trends in performance and breaches internally
- We use trends in supply chain performance to identify and remediate root causes of supply chain performance issues and breaches (including contractual requirements posed by the company itself, inadequate management or human resources processes, capacity constraints within suppliers, etc.)

constraints with suppliers, etc.?

None of the above

*Points Earned: 0.10 of 0.21*

---

## Verification of Positive Outcomes in Supply Chain

Has your company verified any of the following outcomes for all aspects of its supply chain in a way that can be publicly and accurately confirmed?

- Compliance with all local laws and regulations, including those related to social and environmental performance
- Compliance with international human rights and labor standards
- Compliance with international environmental standards
- Payment of a living wage
- No forced labor / modern slavery
- None of the above

*Points Earned: 0.50 of 0.83*

---

## Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- Average tenure of supplier relationships is less than 24 months.
- Average tenure of supplier relationships is greater than 24 months.
- Average tenure of supplier relationships is greater than 60 months.
- 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.
- Don't Know

*Points Earned: 0.41 of 0.41*

---

## 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 0.41*

---

## 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?

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

Points Earned: 0.10 of 0.41

---

## Environment

OPERATIONS

---

### Environment Impact Area Introduction

**0.0**

This section allows your company to provide data on its energy use, carbon footprint and waste management.

### Environmental Business Model

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

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

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

Points Available: 0.00

OPERATIONS

---

### Environmental Management

**6.6**

---



## 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 waterways)
- Buildings are LEED certified or LEED equivalent certified
- Other - please describe
- None of the above
- N/A - No offices or plant facilities

Points Earned: 0.21 of 0.51

---

## 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: 1.03 of 1.03

---

## 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?

Select N/A only if there is no physical product being sold.

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

Points Earned: 0.51 of 0.51

---

## 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?

- Company materially redesigned products in order to achieve source reduction
- Company has materially redesigned packaging in order to reduce overall impact
- Company used standardized product components/parts to maximize useful life via disassembly/reprocessing
- Company identifies and labels resource content on manufactured items to enable eventual recycling
- Company has made set public source reduction targets to reduce the overall environmental impact of products and/or packaging
- Company has achieved source reduction targets to reduce the overall environmental impact of products and/or packaging
- Other
- None of the above

*Points Earned: 0.31 of 0.51*

---

## % of Products Designed for the Environment

For what % of your products do the DFE practices selected in the previous question apply?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

*Points Earned: 0.90 of 1.03*

---

## Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- Assessment conducted for supply chain only
- Assessment conducted for only a portion of value 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: 0.10 of 0.26*

---

## % 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%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 1.03 of 1.03

---

## 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: 0.51 of 0.51

---

## % of Products with an Environmental Footprint Assessment

What % of your products have undergone a formal environmental footprint assessment that included the topics selected in the previous question?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.38 of 1.03

---

## 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: 0.51 of 0.51

---

## 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: 0.17 of 0.51

---

## % of Products with Practices to Minimize Impact of Usage

For what % of your products do the product usage practices selected in the previous question apply?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 1.03 of 1.03

---

## Addressing Longevity of Product Lifespan

Which of the following practices does your company have in place to manage product longevity in order to reduce overall consumption and waste to landfill?

- We have measured the overall product lifespan of our portfolio and altered product designs to increase it within the last two years
- We have a program that facilitates maintenance, servicing and reassembly of our products
- We provide information about the program to facilitate maintenance and servicing on product labels / packaging
- We provide information about the program to facilitate maintenance and servicing in advertising campaigns
- Other - please describe
- None of the above
- N/A - Product is a non-durable good designed for consumption

Points Available: 0.51

---

## Behavior Change as a Result of Programs

Based on the above programs to reduce the environmental impact of product usage, has your company been able to verify improvements in consumer behavior or usage?

- Yes, as assessed by the company measurements
- Yes, as assessed and verified by a third party
- No, not at this time

Points Available: 1.03

OPERATIONS

## Air & Climate

7.4

---

### Monitoring and Reporting Energy Use

How does your company monitor, record, or report its energy usage?

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

- 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 report progress on our reduction targets publicly on an annual basis
- We have met specific reduction targets during the reporting period

Points Earned: 0.42 of 0.67

---

## Total Energy Use

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

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

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.

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

Points Earned: 0.21 of 0.33

---

## 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:

We do not track this

Points Available: 0.00

---

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

Points Earned: 0.53 of 1.33

---

## 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)
- 100% (all equipment)
- N/A - No new equipment purchased

*Points Earned: 0.22 of 0.33*

---

## 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.

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

*Points Earned: 0.53 of 1.33*

---

## 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: 0.67 of 0.67*

---

## Monitoring Air Emissions

How does your company monitor and manage your significant air emissions?

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

*Points Earned: 0.17 of 0.67*

---

## Total Scope 3 GHGs

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

Scope 3:

Scope 3:

We do not track this

*Points Available: 0.00*

---

## Total Scope 1 GHGs

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

Scope 1:

Scope 1:

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:

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.

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

*Points Earned: 0.67 of 0.67*

---

## 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.

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

*Points Earned: 1.33 of 1.33*

---

## 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%
- 15-20%
- 20%+
- ^

Points Earned: 0.80 of 1.33

---

## Reducing Carbon Emissions from Transportation

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

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

Points Earned: 0.22 of 0.67

---

## 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)
- We audit and provide help to suppliers to complete corrective actions
- None of the above

Points Earned: 0.50 of 0.67

---

## Supply Chain GHG Management

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

- 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 Earned: 0.50 of 0.67

---

## 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%
- 10-19%
- 20-29%
- 30%+
- Don't know

*Points Earned: 0.33 of 1.33*

---

## 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%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

*Points Earned: 0.33 of 1.33*

---

## Types of Carbon Credits Purchased

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*

## Monitoring and Reporting Water Use

How does your company monitor, record, or report its water usage?

- 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 water usage and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- We report progress on our reduction targets publicly on an annual basis
- We have met specific reduction targets set during this reporting period

Points Earned: 1.14 of 1.14

---

## Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months

- 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: 0.76 of 1.14

---

## Water Harvested On-Site or From Recycled Sources

What % of water used by the company is harvested on site or is from recycled sources?

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

*Points Earned: 0.57 of 2.29*

---

## 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.

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors emissions and has specific reduction targets
- Company monitors emissions and has met specific reduction targets during the last fiscal year
- Eliminated emissions of this by-product entirely
- N/A

*Points Earned: 0.86 of 1.14*

---

## Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

- 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 Earned: 0.29 of 1.14*

---

## Supply Chain Water Improvement

What practices has your company implemented for a majority of suppliers (on a cost basis) to reduce the 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: 1.14

OPERATIONS

---

## Land & Life

4.9

---

### 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: 0.56 of 0.56

---

### 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

- 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

- 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

We do not track this

Points Available: 0.00

---

## Recycling Programs

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

No

Points Earned: 0.56 of 0.56

---

## 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

Already maximized - we have achieved Zero Waste

Points Earned: 0.56 of 0.56

---

## Supply Chain Waste Management

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

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: 0.56

---

## 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: 0.56

---

## Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

- 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: 0.45 of 0.56

---

## % of Reusable/ Recyclable 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%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A

Points Earned: 0.09 of 0.56



---

## 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?

- 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
- Assessment indicates no exposure

*Points Earned: 0.09 of 0.28*

---

## % of Environmentally Preferred Input Materials

What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A - We do not sell a physical product

*Points Available: 1.12*

---

## % of Products Reclaimed / Recycled

If the company has conducted a study of end of life disposal in the last two years, what % by volume of the company's products/ wastes sold and their packaging materials are reclaimed (i.e. recycled or reused) at the end of their useful life?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- We have not conducted a study of end of life disposal in the last two years
- N/A

*Points Available: 1.12*

---

## % of Products with Programs to Reduce End of Life Waste

For what % of your products do the end-of-life waste programs selected in the previous question apply?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Available: 0.56

---

## 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

Points Available: 0.56

---

## 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

- 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

---

## 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: 0.42 of 0.56

---

## Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 0.56 of 0.56

---

## 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: 0.56 of 0.56

---

## Supply Chain Chemical Management

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

- 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

We have verified that there are no harmful toxins or hazardous waste in our supply chain

Points Available: 0.56

---

## 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 Available: 0.56

---

## Natural Habitat Conservation Procedures

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

Procedures include a Conservation Strategic Plan.

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

Points Earned: 0.56 of 0.56

---

## Supply Chain Biodiversity Management

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

- 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 Earned: 0.56 of 0.56

---

## 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: 0.56

## Customers

---

OPERATIONS

### Customers Impact Area Introduction

0.0

---

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

### Customer Impact Business Model Introduction

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

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

- Yes
- No

Points Available: 0.00

# Customer Stewardship

3.6

## Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers 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 / Service Warranties

What percentage of your products or services are covered by a formal warranty or guarantee?

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

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.

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 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
- No

Points Earned: 0.45 of 0.45

---

## 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: 0.11 of 0.45

---

## 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: 0.36 of 0.45

---

## 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: 0.15 of 0.45*

---

## Managing Marketing and Advertising

Does the company have any of the following practices with regard to ensuring accurate, ethical, and positive marketing and advertising?

- Company makes transparent potential risks and negative impacts of products, including, when appropriate ingredient lists
- Company has formal policies to review the accuracy and ethics of marketing and advertising
- Company complies with independent marketing and advertising standards relevant to their sector or industry
- Company has programs in place to promote social and or environmental causes through its marketing and advertising
- Company gets input of the communities that are featured on the company's messaging and advertising campaigns and is inclusive of the culture of those communities.
- Other
- None of the above

*Points Earned: 0.34 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: 0.11 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*

## Disclosure Questionnaire

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### 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

- 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

- 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

- Yes  
 No

*Points Available: 0.00*

---

## 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

- 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

- 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

- Yes  
 No

*Points Available: 0.00*

Points Available: 0.00

---

## 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

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

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

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)

Yes

No

Points Available: 0.00

---

## Disclosure Monoculture Agriculture

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

Monoculture agriculture

- Yes  
 No

*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

- 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.)

- 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

- Yes  
 No

*Points Available: 0.00*

---

## 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

- 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.

- Yes  
 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

- Yes  
 No

*Points Available: 0.00*

---

## 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)

- 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

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.

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:

*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."

Yes

No

*Points Available: 0.00*

---

### 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

Yes

No

*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

- 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

- 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

- Yes  
 No

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

- Yes  
 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

- 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

- Yes  
 No

Points Available: 0.00

---

## Workers not Provided Clean Drinking Water or 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

- Yes  
 No

Points Available: 0.00

---

## 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

- Yes  
 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

- 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

- Yes  
 No



Points Available: 0.00

---

## Company prohibits freedom of association/collective bargaining

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

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

- Yes  
 No

Points Available: 0.00

---

## 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.

- 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

- 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

- Yes  
 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

- Yes  
 No

*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

- 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

- 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

- Yes  
 No

*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

- Yes  
 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

- 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.

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:

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

- 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

- Yes  
 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

- 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

- 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

- Yes  
 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

*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

- Yes  
 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)

- 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

- 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

- 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

- Yes  
 No

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  
 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

- Yes  
 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

- Yes  
 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.

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:

*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  
 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

- 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

- Yes  
 No  
 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

Points Available: 0.00

# B Impact Report

## Overall B Impact Score

Trivento Bodegas y Viñedos S.A.






For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 607 Ordinary Businesses that also have 250-999 employees. [Learn More](#)



UNVERIFIED

## Impact Area Scores

	Governance	9.4	+
	Workers	26.3	+
	Community	18.7	+
	Environment	23.3	+
	Customers	3	+

As wholly-owned subsidiary of Viña Concha y Toro S.A, Trivento Bodegas y Viñedos S.A is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Trivento Bodegas y Viñedos S.A as part of their certification as a B Corporation.

## Trivento Bodegas y Viñedos S.A.

SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
80.9	100%	6	2019 - Active	Agriculture/Growers	250-999

## Governance

### Mission & Engagement

OPERATIONS

1.9

### 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.

- Creating positive social or environmental impact is not a focus for our business
- We 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.
- 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: 0.29 of 0.29

### Mission Statement

Support

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here.

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: 0.34 of 0.57

---

## Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- Only included informally in orientation, training, or instruction
- Specific, formal training is integrated into new employee and new manager training
- Specific, formal training is integrated into ongoing employee and manager training
- Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- None of the above

Points Earned: 0.38 of 0.57

---

## 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
- 1-49%
- 50-99%
- 100%

Points Earned: 0.29 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 Earned: 0.07 of 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: 0.57 of 0.57

---

## Identification of Material Issues

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

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

Points Available: 0.00

---

## Ethics & Transparency

OPERATIONS

4.9

---

## 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
- Non-Fiduciary Advisory Board
- Board of Directors (with at least one member who is not an executive or owner of the company)

Points Earned: 0.36 of 0.36

---

## 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: 0.36 of 0.36

---

## 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: 0.18

---

## 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: 0.36 of 0.36*

---

## Conflict of Interest Questionnaire

Do all Board members and officers complete an annual conflict of interest questionnaire?

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

*Points Available: 0.18*

---

## 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: 0.24 of 0.36*

---

## 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: 0.36 of 0.36*

---

## 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 cases
- Other - please describe
- None of the above
- N/A - No Business Code of Conduct

*Points Earned: 0.36 of 0.36*

---

## 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



Other - please describe

None of the above

Points Earned: 0.36 of 0.36

---

## 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: 0.29 of 0.36

---

## Financial Reporting Standards

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)
- GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- Local accounting standard (via local independent standard setting body)
- Other - please describe
- None of the above
- N/A - Our company is pre-revenue

Points Earned: 0.73 of 0.73

---

## Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- Locally-accredited auditing firm or CPA/CFA
- Internationally-accredited auditing firm or CPA/CFA
- None, finances were neither audited nor reviewed

Points Earned: 0.18 of 0.18

---

## 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: 0.36 of 0.36*

---

## 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: 0.36 of 0.36*

---

## 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: 0.25 of 0.36*

---

## 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: 0.36 of 0.36*

---

## Crop Sales Information

Does your company share receipts of all crop sales, price, and quantity?

If the company does not have any land under cultivation, select N/A.

- Shared with all managers
- Shared with all non-managers
- Shared with growers/members
- Shared publicly (e.g. posted on website)
- No receipts are shared
- N/A

*Points Available: 0.36*

## 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?

*Points Available: 0.00*



## Select your reporting currency

- US Dollar - USD
- Euro - EUR
- Australian Dollar - AUD
- Canadian Dollar - CAD
- Danish Krone - DKK
- Hong Kong Dollar - HKD
- Iceland Krona - ISK
- New Israeli Sheqel - ILS
- New Zealand Dollar - NZD
- Norwegian Krone - NOK
- British Pound - GBP
- Singapore Dollar - SGD
- Swedish Krona - SEK
- Swiss Franc - CHF
- Yen - JPY
- Zloty - PLN
- Afghani - AFN
- Algerian Dinar - DZD
- Argentine Peso - ARS
- Armenian Dram - AMD
- Aruban Guilder - AWG
- Azerbaijanian Manat - AZN
- Bahamian Dollar - BSD
- Bahraini Dinar - BHD
- Baht - THB
- Balboa - PAB
- Barbados Dollar - BBD
- Belarussian Ruble - BYR
- Belize Dollar - BZD
- Bermudian Dollar - BMD
- Bolivar Fuerte - VEF
- Boliviano - BOB
- Brazilian Real- BRL
- Brunei Dollar - BND
- Bulgarian Lev - BGN
- Burundi Franc - BIF
- Cape Verde Escudo - CVE
- Cayman Islands Dollar - KYD
- Cedi - GHS
- CFA Franc BCEAO - XOF
- CFA Franc BEAC - XAF
- CFP Franc - XPF
- Chilean Peso - CLP
- Colombian Peso - COP
- Comoro Franc - KMF
- Congolese Franc - CDF

- Congolese Franc - CDF
- Convertible Marks - BAM
- Nicaraguan Cordoba - NIO

- Costa Rican Colon - CRC
- Croatian Kuna - HRK
- Cuban Peso - CUP
- Czech Koruna - CZK
- Dalasi - GMD
- Denar - MKD
- Djibouti Franc - DJF
- Dobra - STD
- Dominican Peso - DOP
- East Caribbean Dollar - XCD
- Egyptian Pound - EGP
- El Salvador Colon - SVC
- Ethiopian Birr - ETB
- Falkland Islands Pound - FKP
- Fiji Dollar - FJD
- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hryvnia - UAH
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kroon - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Lari - GEL
- Latvian Lats - LVL
- Lebanese Pound - LBP
- Lek - ALL
- Lempira - HNL
- Leone - SLL
- Liberian Dollar - LRD
- Libyan Dinar - LYD
- Lilangeni - SZL
- Lithuanian Litas - LTL
- L... ..

- Loti - LSL
- Malagasy Ariary - MGA
- Malaysian Ringgit - MYR
  
- Manat - TMT
- Mauritius Rupee - MUR
- Metical - MZN
- Mexican Peso - MXN
- Moldovan Leu - MDL
- Moroccan Dirham - MAD
- Mvdol - BOV
- Naira - NGN
- Nakfa - ERN
- Namibia Dollar - NAD
- Nepalese Rupee - NPR
- Netherlands Antillian Guilder - ANG
- New Leu - RON
- New Taiwan Dollar - TWD
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Pataca - MOP
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Quetzal - GTQ
- Rufiyaa - MVR
- Rupiah - IDR
- Russian Ruble - RUB
- Rwanda Franc - RWF
- Saint Helena Pound - SHP
- Saudi Riyal - SAR
- Serbian Dinar - RSD
- Seychelles Rupee - SCR
- Solomon Islands Dollar - SBD
- Som - KGS
- Somali Shilling - SOS
- Somoni - TJS
- Sri Lanka Rupee - LKR
- Sudanese Pound - SDG
- Surinam Dollar - SRD
- Syrian Pound - SYP
- Taka - BDT
- Tala - WST
- Tanzanian Shilling - TZS
- Tenge - KZT

- Kenyan Shilling - KES
- Trinidad and Tobago Dollar - TTD
- Tugrik - MNT
  
- Tunisian Dinar - TND
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS
- Vatu - VUV
- Viet Nam Dong - VND
- Yuan Renminbi - CNY
- Rand - ZAR
- Rial Omani - OMR
- Riel- KHR
- Yemeni Rial - YER
- Won - KRW
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL

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

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

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

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

We do not track this

*Points Available: 0.00*

---

IMPACT BUSINESS MODELS

## Mission Locked- Impact Business Model

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?

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

*Points Earned: 2.50 of 10.00*

## Workers

---

OPERATIONS

### Workers Impact Area Introduction

**0.0**

---

This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

### 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
- 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

Current Total Full-Time Workers

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

Total full-time workers twelve months ago

We do not track this

Points Available: 0.00

---

## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

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

Total part-time workers twelve months ago

We do not track this

*Points Available: 0.00*

---

## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

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

Total temporary workers twelve months ago

We do not track this

*Points Available: 0.00*

---

## Financial Security

OPERATIONS

**3.2**

---

## 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?

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.

- <75%
- 75-89%
- 90-99%
- 100%
- 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.

- <75%
- 75-89%
- 90-99%
- 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?

- 0% - Lowest wage is equivalent to minimum wage
- 1-9%
- 10-29%
- 30-49%
- 50-75%
- 75%+

N/A - We do not employ hourly workers

Points Available: 1.26

---

## 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 Earned: 1.26 of 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?

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

Points Available: 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?

- No bonus payout, or no bonus plan
- 5% or less
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive workers, despite the company not earning a profit

*Points Earned: 0.16 of 1.26*

---

## % 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%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 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: 0.94 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?

Check all that apply.

- 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 Available: 0.63

OPERATIONS

## Health, Wellness, & Safety

10.0

---

### Government Provision Of Healthcare

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

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

Points Available: 0.00

---

### Healthcare Coverage

What percentage of employees is eligible for health care benefits either through company or government plan?

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

Points Earned: 1.00 of 1.00



---

## Benefits for Seasonal Workers

What benefits are offered to all seasonal-only workers on your farm?

Select N/A if you are a cooperative.

- Disability coverage or accident insurance
- Life insurance
- Private dental insurance
- Private supplemental health insurance
- Other (please describe)
- None
- N/A

*Points Earned: 2.00 of 2.00*

---

## Supplementary Health Benefits

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

- 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: 1.00 of 1.00*

---

## 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: 1.00 of 1.00*

---

## 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: 1.00 of 1.00*

---

## 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: 2.00 of 2.00*

---

## 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
- None of the above
- N/A - No hazardous or dangerous materials used on-site

*Points Earned: 1.00 of 1.00*

---

## Machinery Practices

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

This 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

Points Earned: 1.00 of 1.00

OPERATIONS

## Career Development

2.2

---

### Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

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

Points Earned: 0.38 of 0.44

---

## 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: 0.44 of 0.44*

---

## 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: 0.15 of 0.44*

---

## 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.

- 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

## Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- 15%+

Points Earned: 0.14 of 0.44

## Rate of Seasonal Workers Re-hiring

What percentage of temporary and seasonal workers of the last twelve months was previously employed with the company during prior growing seasons?

Estimates within +/- 5% are acceptable. Please select N/A if you do not have temporary or seasonal workers.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A - No temporary or seasonal workers in the last twelve months

Points Earned: 0.26 of 0.44

## 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 Available: 0.44

## 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%
- 50-74%
- 75%+
- 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%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.08 of 0.30

## Life Skill 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)

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

Points Earned: 0.08 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.

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

Points Earned: 0.15 of 0.60

OPERATIONS

---

## Engagement & Satisfaction

3.4

---

### 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: 0.25 of 0.25

---

## Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- Gender
- Race
- Color
- Disability
- Political opinion
- Sexual orientation
- Age
- Religion
- HIV status
- We have no written non-discrimination policy

*Points Earned: 0.25 of 0.25*

---

## 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: 0.20 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.

- On-site store or shop for basic provisions and foodstuffs
- On-site restaurant or prepared food for staff
- Schools and daycare are provided for children of staff that reside on-site
- Transportation or transit subsidy
- Free or subsidized housing
- Other - please describe
- None of the above



## 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: 0.50 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: 0.50 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

We do not track this

Points Available: 0.00

---

## Labor Practices Review

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

Yes

No

Points Earned: 0.50 of 0.50

OPERATIONS

## Engagement & Satisfaction (Salaried)

1.8

---

### 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: 0.90 of 1.00

---

## 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 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)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid
- 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

Community

OPERATIONS

---

## Community Impact Area Introduction

0.0

Points Earned: 0.00 of 1.00

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a **Attrition Rate for Salaried Workers**.

**Community Oriented Impact Business Model**  
What percentage of full-time and part-time salaried workers left the company during the last twelve months?

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

- >10%
- 5-10%
- Yes 4.9%
- No 2.4%

Points Available: 0.00 of 1.00

---

## Sourcing From Small-Scale Farmers or Coop Members

Do you source from small-scale farmers, or is your company a cooperative?

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

- Yes
- No

Points Available: 0.00

OPERATIONS

---

## Diversity, Equity, & Inclusion

3.2

## 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: 0.53 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
- Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- None of the above

*Points Available: 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
- We accommodate learning or emotional disabilities in work processes and workplace policies
- None of the above

*Points Earned: 0.36 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
- We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- None of the above

Points Available: 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: 0.45 of 0.61

---

## Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

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

Points Earned: 0.61 of 0.61

---

## Women Workers

How many of your workers identify as women?

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

*Points Earned: 0.20 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?

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

*Points Earned: 0.51 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 Earned: 0.15 of 0.61*

---

## Female Management

How many of your company managers identify as women?

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

*Points Earned: 0.20 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%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

*Points Available: 0.61*

---

## Female Directors

How many of your company Board Directors identify as women?

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

*Points Earned: 0.20 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.

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

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't Know

Points Available: 0.61

---

## Economic Impact

OPERATIONS

5.6

---



## 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.

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.

Points Available: 0.00

---

## 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:

We do not track this

Points Available: 0.00

---

## Job Growth Rate

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay at least 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)
- 1-14%
- 15-24%
- 25%+

Points Earned: 0.49 of 1.48

---

## Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

- 0%
- 1-4%
- 5-14%
- 15-24%
- 25%+
- Don't know

Points Available: 0.74

---

## Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

- Yes
- No
- Don't know

*Points Available: 0.74*

---

## Local Purchasing and Hiring Policies

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

- 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: 0.37 of 0.37*

---

## 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?

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

*Points Earned: 0.74 of 0.74*

---

## 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?

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

*Points Earned: 0.74 of 0.74*

---

## Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

- Yes
- No

*Points Available: 0.74*

---

## 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.

- <49%
- 50-74%
- 75-94%
- 95%+

*Points Earned: 0.74 of 0.74*

---

## Training Community Farmers

Does your company provide technical assistance training or access to other community farmers that you do not source from on a pro-bono or subsidized basis?

- No
- Yes, but we have not measured outcomes for these farmers
- Yes, and we have measured a quantifiable increase in productivity of these farmers

*Points Earned: 0.37 of 0.74*

---

## Support for Supplier Certifications

Have you assisted the small-scale farmers or cooperative members that you source from in getting fair-trade, organic, or other internationally-recognized product certification?

Select N/A only if you are a farm that does not source from other farms.

- Yes
- No
- N/A

*Points Earned: 0.74 of 0.74*

---

## Advance Purchase Provisions for Farmers and Cooperatives

If you enter into advance purchase agreements, do you provide the following to the small-scale farmers or cooperative members that you source from?

Select N/A only if you are a farm that does not source from other farms.

- Payment in advance (bridge loans) to small-scale farmers
- Payment of higher price per product if market price climbs after contract is signed
- Pricing arrangements that adhere to fair-trade prices
- Guaranteed purchase volume
- Other - please describe
- We do not enter into advanced purchasing agreements
- N/A

*Points Earned: 0.74 of 0.74*

---

## Training Community Farmers

Over the last twelve months, did your company have a formal education and support program for the contract farmers or cooperative members that you source from?

Select N/A only if you are a farm that does not source from other farms.

- Yes
- No
- N/A

*Points Earned: 0.74 of 0.74*

---

## Financing For Small Scale Farmers and Coop Members

Does your company provide or enable any of the following short-term financing or letters of credit to the small-scale farmers or cooperative members that you source from?

Select N/A only if you are a farm that does not source from other farms.

- Below commercial lending rates
- At commercial lending rates
- Above commercial lending rates
- We do not provide short-term financing
- N/A

Points Available: 0.74

OPERATIONS

---

## Civic Engagement & Giving

1.9

---

### 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: 0.53 of 0.53

---

## Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- Business or trade association
- Chamber of Commerce
- Governmental institution
- Local academic institution
- Cooperative
- Other - please describe
- None

*Points Earned: 0.27 of 0.27*

---

## 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: 0.37 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?

- None
- Less than 0.1% of revenues
- 0.1-0.4% of revenues
- 0.5-0.9% of revenues
- 1-1.9% of revenues
- >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.

- No donations last fiscal year
- Less than 0.1% of revenue
- 0.1-0.4% of revenue
- 0.5-0.9% of revenue
- 1-1.9% of revenue
- 2%+ of revenue
- Don't know

Points Available: 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

We do not track this

Points Available: 0.00

---

## Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes in the past two years?

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

Points Earned: 0.40 of 0.53

---

## 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 our 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

OPERATIONS

---

## Supply Chain Management

7.8

---

### 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: 0.59 of 0.59*

---

## 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: 0.59 of 0.59*

---

## 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
- None of the above
- N/A

*Points Earned: 0.12 of 0.29*

---

## % 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?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

*Points Earned: 1.17 of 1.17*

---

## 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: 0.29 of 0.29*

---

## 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: 0.07 of 0.29*

---

## 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?

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

- Yes
- No

*Points Earned: 0.59 of 0.59*

---

## % 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%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 1.02 of 1.17

---

## 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 Earned: 0.29 of 0.59

---

## 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

## % 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?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.44 of 1.17

---

## Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- Average tenure of supplier relationships is less than 12 months.
- Average tenure of supplier relationships is greater than 12 months.
- Average tenure of supplier relationships is greater than 36 months.
- 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.
- Don't Know

Points Earned: 0.59 of 0.59

---

## 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: 0.59 of 0.59

---

## Length of Farm Contracts

What is the average length of contract your company has with the farms you source from?

Select N/A only if your company does not purchase product from other growers or has no crop purchase this year.

- No forward contracts signed
- Less than six months
- Six to twelve months
- Greater than twelve months
- N/A - No crop purchases

*Points Earned: 0.29 of 0.59*

---

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

*Points Earned: 0.15 of 0.59*

---

## Third Party Traceability and Labeling Standards

Do you comply with third-party traceability and labeling standards to ensure that the origination and supply chain of all products is tracked?

- Yes
- No
- N/A - No relevant industry traceability standard

*Points Earned: 0.59 of 0.59*

---

## Product Collection Practices

If you purchase product from farms or cooperative members, does your company utilize any of the following product collection mechanisms?

Select N/A only if your company does not purchase product from other growers or has no crop purchase this year.

- The product is weighed and checked for quality standards with the farmer or grower present
- Quality standards and pricing for different products that meet the different standards are clearly defined in all purchase agreements with farmers

None of the above

OPERATIONS

## Environment Impact Area Introduction

0.0

Points Earned: 0.29 of 0.59

This section allows your company to provide data on its energy use, carbon footprint and waste management.

## Product Collection Practices

How do you collect a majority of the product from the farms or cooperative members you source from?

Select only one. Select N/A only if your company does not purchase product from other growers or has no crop purchase this year.

- Farmer brings product to our location
- Collect for a location greater than 5 miles (or 8 km) from most farms
- Collect for a location within 5 miles (or 8 km) of a majority of farms

Points Available: 0.00

N/A

## Sourcing Ag Products

Points Available: 0.29

Is your company a cooperative or does it source produce from other growers?

## Crops with Environmental Certification

This question will help to pre-fill the N/A option for questions not applicable to your business.

Yes  
 No

During the last fiscal year, what percentage of products or crops grown (on currency basis) had an environmental certification?

Points Available: 0.00

The fair trade, Rainforest Alliance, Starbucks C.A.F.E., Utz certification, International Federation of Organic Agriculture Movement certified, USDA Organic, Quality Assurance International - Certified Organic, EU Organic

## Environmental Business Model

0%

1-24%

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

25-49%

50-74%

75-99%

100%

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

Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry

Points Available: 0.59

Through a product or service that preserves, conserves, or restores the environment or resources

None of the above

Points Available: 0.00

# Environmental Management

3.0

## Facility Environmental Efficiency

What environmental efficiency practices are in place at your offices and plant facilities?

This is also known as "green building practices."

- 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, access to natural daylight)
- 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 waterways)
- Buildings are LEED certified or LEED equivalent certified
- Other - please describe
- None of the above
- N/A - No offices or plant facilities

Points Earned: 0.59 of 0.59

## 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: 1.18 of 1.18

## 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?

Select N/A only if there is no physical product being sold.

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

Points Available: 0.59



---

## Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- Assessment conducted for supply chain only
- Assessment conducted for only a portion of value 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: 0.10 of 0.29

---

## % 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%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 1.18 of 1.18

---

## 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 Available: 0.59

---

## 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 Available: 0.59

OPERATIONS

## Air & Climate

1.7

---

### 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 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: 0.34 of 0.45

---

### Monitoring Energy Use

Do a majority of cooperative members/supplier farms monitor and record energy usage for cultivation and distribution of products sold? (Majority by cost basis, land under cultivation or headcount)

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Majority do not currently monitor and record usage
- Majority monitors and records usage (no reduction targets)
- Majority monitors usage and have specific reduction targets
- Majority monitors usage and met specific reduction targets during the last FY
- N/A

Points Earned: 0.15 of 0.45

---

## 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: 0.45

---

## Total Energy Use

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

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

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.

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

Points Earned: 0.03 of 0.23

---

## 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:

We do not track this

Points Available: 0.00

---

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

*Points Earned: 0.18 of 0.90*

---

## 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)
- 100% (all equipment)
- N/A - No new equipment purchased

*Points Earned: 0.07 of 0.23*

---

## 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.

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

*Points Available: 0.90*

---

## 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: 0.23 of 0.45*

---

## Total Scope 3 GHGs

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

Scope 3:

Scope 3:

- We do not track this

*Points Available: 0.00*

---

## Total Scope 1 GHGs

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

Scope 1:

Scope 1:

- 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:

- We do not track this

*Points Available: 0.00*

---

## Carbon Intensity

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

Please use USD to allow for standardized comparisons.

- >100
- 81-100
- 61-80
- 41-60
- 21-40
- 1-20
- 0
- Don't know

*Points Available: 0.45*

---

## 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.

- >100
- 81-100
- 61-80
- 41-60
- 21-40
- 1-20
- 0
- Don't know

*Points Available: 0.90*

---

## 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%
- 15-20%
- 20%+
- Don't Know

Points Available: 0.90

---

## Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

Yes

No

Points Earned: 0.23 of 0.23

---

## 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%

10-19%

20-29%

30%+

Don't know

Points Available: 0.90

---

## 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%

1-9%

10-19%

20-29%

30%+

Don't know

Points Earned: 0.23 of 0.90

---

## 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: 0.26 of 0.45

---

## Types of Carbon Credits Purchased

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: 0.23

OPERATIONS

## Water

3.2

---

### 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: 0.35 of 0.70

---

### Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months



Total water use (liters) during the last 12 months

We do not track this

Points Available: 0.00

---

## Water Conservation Practices

Do a majority of cooperative members or supplier farms follow any of these water use conservation practices?

- Drip technology
- Hydroponic or aeroponic growing
- Grey-water used for irrigation
- Harvested rainwater
- Traditional irrigation or flood irrigation
- Other (please describe)
- None of the above
- N/A

Points Earned: 0.42 of 0.70

---

## Water Conservation Practices

What water use conservation practices has your farm implemented for land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Traditional irrigation (e.g. flood irrigation)
- Harvest rainwater
- Gray-water use for irrigation
- Hydroponic or aeroponic growing
- Drip technology
- Low-pressure micro-sprinklers
- Irrigation water use planned based on monitoring and analysis of soil moisture level, weather data and other relevant information
- Other (please describe)
- None of the above
- N/A

Points Earned: 1.40 of 1.40

---

## 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.

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors emissions and has specific reduction targets
- Company monitors emissions and has met specific reduction targets during the last fiscal year
- Eliminated emissions of this by-product entirely
- N/A

Points Earned: 0.35 of 0.70

---

## Water Quality Practices

What water quality practices does your farm follow for land-under-cultivation to ensure that local water sources and quality are not impacted?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- There is no application of nematicides within 20 meters of any permanent water body
- There is no application of agrochemicals within 10 meters of any permanent water body
- There is a riparian buffer zone at least 25 feet in width from any permanent water body
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.35 of 1.40*

---

## Water Quality Practices

Are any of these water quality practices followed by a majority of your members or supplier farms to ensure that local water sources and quality are not impacted?

- There is no application of nematicides within 20 meters of any permanent water body
- There is no application of agrochemicals within 10 meters of any permanent water body.
- There is a riparian buffer zone at least 25 feet in width from any permanent water body
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.18 of 0.70*

---

## Irrigation Wastewater Remediation Practices

Which of the following types of waste water remediation do a majority of members/supplier farms use?

- Filter water before re-introduction to water table
- Use of settling ponds to clean water before re-entry to water table
- Grey water remediation
- None of the above
- N/A

*Points Available: 0.70*

---

## Irrigation Wastewater

Does your company do the following with wastewater from irrigation?

- Grey water remediation
- Filter water before re-introduction to water table
- Use of settling ponds to clean water before re-entry to water table
- Other (please describe)
- None
- N/A

Points Earned: 0.18 of 0.70

OPERATIONS

---

## Land & Life

15.0

---

### 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: 0.39 of 0.79

---

### 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

- 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

- 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

We do not track this

Points Available: 0.00

---

## 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: 0.79 of 0.79

---

## 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
- Already maximized - we have achieved Zero Waste

Points Earned: 0.79 of 0.79

---

## Organic Waste Disposal

Which of the following types of organic waste disposal do a majority of members/supplier farms use?

- Incinerate/burn/on-site disposal (uncertified)
- Third-party garbage collection, no certification for disposal
- Municipal garbage collection
- Composting garbage
- Private third-party disposal (that has been certified and can provide documentation for responsible disposal)
- On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
- Other - please describe
- N/A

Points Earned: 0.79 of 0.79

---

## Organic Waste Disposal

Which of the following methods is used to dispose of organic waste from crop cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Burn, incinerate, or send to landfill
- Composting waste
- Waste is reused
- Dispose through certified third-party methods
- Production of biogas from waste
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.79 of 0.79*

---

## Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

- 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: 0.79 of 0.79*

---

## % of Environmentally Preferred Input Materials

What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A - We do not sell a physical product

*Points Available: 1.57*

---

## 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

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

---

## 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: 0.20 of 0.79

---

## Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 0.79 of 0.79

---

## 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: 0.79 of 0.79*

---

## Organic Fertilizer

What % of fertilizer applied to land-under-cultivation by a majority of member/supplier farms is organic?

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

*Points Earned: 0.47 of 0.79*

---

## Suppliers Sustainable Land Management

What % of fertilizer applied to land-under-cultivation is organic?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

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

*Points Earned: 0.16 of 0.79*

---

## Pest Management Policies

Does a majority of members or supplier farms follow any of these pest management techniques for land-under-cultivation?

- Use of pest- and disease-resistant varieties
- Crop rotation
- Canopy humidity management
- Soil and plant sampling to understand pest management needs
- Insect phenology modeling to understand pest management needs
- Herbicides application using spot-spraying method only
- Field scouting
- Other - please describe
- None of the above
- N/A

Points Earned: 0.79 of 0.79

---

## Prohibited Pesticide Compliance

Does your farm have policies and safeguards in place to ensure that none of these prohibited pesticides are used?

See explain this for list. If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Yes
- No
- NA

Points Earned: 0.39 of 0.39

---

## Prohibited Pesticide Compliance

Do a majority of members/supplier farms have safeguards in place to ensure that no prohibited pesticides are applied to land under-cultivation (see Help Text)?

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Yes
- No
- NA

Points Earned: 0.79 of 0.79



---

## Pesticide Use

Which of the following types of pesticides do a majority of members/supplier farms apply to land-under-cultivation?

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Some application of category 2 or lower pesticides
- Application of category 3 or higher pesticides only
- No use of applied pesticides or other agrochemicals
- Unknown
- N/A

*Points Earned: 0.39 of 0.79*

---

## Pesticide Use

What type of pesticides does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Some application of category 2 or lower pesticides
- Application of category 3 or higher pesticides only
- No use of applied pesticides or other agrochemicals
- Unknown
- N/A

*Points Earned: 0.39 of 0.79*

---

## Suppliers Sustainable Land Management

If you are a cooperative or source product from other farms: Do a majority of members/supplier farms comply with sustainable land-use policies?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- No
- Yes - Sustainable land use practices are regularly followed, including crop rotation and cultivation of crops using sustainable techniques
- Yes - Certification for sustainable management of agricultural ecosystems
- Other - please describe
- N/A

*Points Earned: 0.39 of 1.57*

---

## Sustainable Land Use Practices

Does your farm comply with sustainable land-use practices?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- No
- Yes - Sustainable land use practices are regularly followed including crop rotation and cultivation of crops using sustainable techniques
- Yes - Certification for sustainable management of agricultural ecosystems
- Other - please describe
- N/A

*Points Earned: 1.26 of 1.57*

---

## Soil Management Policies

Does your farm comply with any of the following soil management policies?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- There is an explicit soil management plan that includes measures to minimize surface erosion
- Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- Other
- None
- N/A

*Points Earned: 0.79 of 0.79*

---

## Soil Management Policies

If you are a cooperative or source product from other farms: Do a majority of members/supplier farms follow these soil-management policies?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- There is an explicit soil management plan that includes measures to minimize surface erosion
- Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- None of the above
- N/A

*Points Earned: 0.39 of 0.79*

---

## Soil Productivity Practices

What soil productivity or protection practices are applied by a majority of your members or supplier farms?

- At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- All of the productive area uses restricted tillage systems
- At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- Perennial crops are integrated in farms
- Long-term crops or pastures are incorporated into crop rotation
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.52 of 0.79*

---

## Soil Productivity Practices

What soil productivity or protection practices does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- All of the productive area uses restricted tillage systems
- At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crop
- Perennial crops are integrated in farms
- Long-term crops or pastures are incorporated into crop rotation
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.79 of 0.79*

---

## Seed Usage

What type of seeds do a majority of members/supplier farms use?

- Open-pollinated/hybrid seeds
- Cisgenic seeds/plants
- Regular seeds/plants
- Tissue-culture developed seeds/plants
- Certified organic seeds/plants
- Other (please specify)
- N/A

Points Earned: 0.39 of 0.79

---

## Seed Usage

What type of seed does your company use?

If your company is a cooperative or does not have any land-under-cultivation, select N/A.

- Open-pollinated/hybrid seeds
- Cisgenic seeds/plants
- Regular seeds/plants
- Tissue-culture developed seeds/plants
- Certified organic seeds/plants
- Other
- N/A

Points Earned: 0.20 of 0.79

---

## Sustainable Farm Certification

What % of your farm (by hectares) has received certification for sustainable management of agricultural ecosystems?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

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

Points Earned: 0.59 of 0.79

---

## Monitoring Biodiversity

Do a majority of members/supplier farms monitor any of the following biodiversity issues for land-under-cultivation?

- Monitor and record local endangered species
- Monitor and record endangered species flora/fauna diversity
- Other - please describe
- None of the above
- N/A

*Points Available: 0.79*

---

## Monitoring Biodiversity

Does your farm monitor any of the following biodiversity issues as they pertain to land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Monitor and record local endangered species
- Monitor and record endangered species flora/fauna diversity
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.20 of 0.79*

---

## Customers

---

### Customers Impact Area Introduction

OPERATIONS

**0.0**

---

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

## Customer Impact Business Model Introduction

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

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

- Yes  
 No

Points Available: 0.00

OPERATIONS

## Customer Stewardship

3.0

### Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers 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: 0.42 of 0.50

### Product / Service Warranties

What percentage of your products or services are covered by a formal warranty or guarantee?

- 0%  
 1-9%  
 10-24%  
 25-49%  
 50-74%  
 75-99%  
 100%  
 N/A

Points Earned: 0.50 of 0.50

---

## 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.

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

*Points Earned: 1.00 of 1.00*

---

## 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: 0.25 of 0.50*

---

## 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: 0.40 of 0.50*

---

## Managing Product Impacts

Does the company do any of the following with regards to managing the potential impact their products have on customers / beneficiaries?

### Disclosure Questionnaire

- 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

Disclosure questions on specific production and trade.

None of the above

## 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

- 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

- 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

- 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

- 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

- 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)

- Yes  
 No

*Points Available: 0.00*

---

## Disclosure Monoculture Agriculture

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

Monoculture agriculture

- Yes  
 No

*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

- 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.)

- 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

- Yes  
 No

*Points Available: 0.00*

---

## 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

- Yes  
 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

Yes

No

*Points Available: 0.00*

---

## 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)

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

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.

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:

*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."

Yes

No

Points Available: 0.00

---

## 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

Yes

No

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

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

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

Yes

No

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

- Yes  
 No

Points Available: 0.00

---

## Workers not Provided Clean Drinking Water or 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

- Yes  
 No

Points Available: 0.00

---

## 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

- Yes  
 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

- 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

- Yes  
 No

Points Available: 0.00

---

## Company prohibits freedom of association/collective bargaining

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

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

- Yes  
 No

Points Available: 0.00

---

## 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.

- 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

- 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

- Yes  
 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

- Yes  
 No

*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

- 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

- 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

- Yes  
 No

*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

- Yes  
 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

- 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.

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:

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

- 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

- Yes  
 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

- 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

- 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

- Yes  
 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

*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

- Yes  
 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)

- 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

- 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

- 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

- Yes  
 No

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  
 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

- Yes  
 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

- Yes  
 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.

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:

*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  
 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

- 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

- Yes  
 No  
 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

Points Available: 0.00

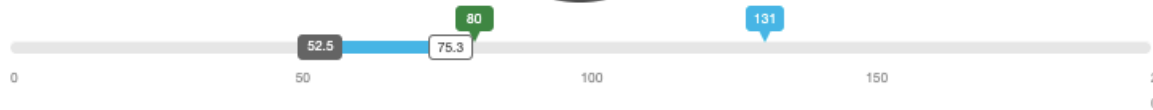
# B Impact Report

## Overall B Impact Score

VIÑA CONO SUR S.A.






For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 1459 Ordinary Businesses that also have 50-249 employees. [Learn More](#)



UNVERIFIED

## Impact Area Scores

	Governance	8.9	+
	Workers	26	+
	Community	12.3	+
	Environment	24.6	+
	Customers	3.4	+

As wholly-owned subsidiary of Viña Conchay Toro S.A., VIÑA CONO SUR S.A. is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with VIÑA CONO SUR S.A. as part of their certification as a B Corporation.

## VIÑA CONO SUR S.A.

SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
75.3	100%	6	2019 - Active	Agriculture/Growers	50-249

## Governance

OPERATIONS

## Mission & Engagement

1.8

### 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.

- Creating positive social or environmental impact is not a focus for our business
- We 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.
- 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: 0.29 of 0.29

### Mission Statement

Support

Please share the text of your formal mission statement here.



Please share the text of your formal mission statement here.

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: 0.29 of 0.57

---

## Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- Only included informally in orientation, training, or instruction
- Specific, formal training is integrated into new employee and new manager training
- Specific, formal training is integrated into ongoing employee and manager training
- Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- None of the above

Points Earned: 0.38 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 Earned: 0.29 of 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: 0.57 of 0.57

---

## Identification of Material Issues

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

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

Points Available: 0.00

---

## Ethics & Transparency

OPERATIONS

4.6

## 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
- 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: 0.39 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: 0.39 of 0.39*

---

## Conflict of Interest Questionnaire

Do all Board members and officers complete an annual conflict of interest questionnaire?

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

*Points Available: 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, 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: 0.39 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: 0.39 of 0.39*

---

## 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: 0.23 of 0.39

---

## Financial Reporting Standards

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)
- GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- Local accounting standard (via local independent standard setting body)
- Other - please describe
- None of the above
- 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?

- Locally-accredited auditing firm or CPA/CFA
- Internationally-accredited auditing firm or CPA/CFA
- None, finances were neither audited nor reviewed

Points Earned: 0.10 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
- None of the above

Points Earned: 0.26 of 0.39

---

## 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: 0.39 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: 0.17 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*

---

## Crop Sales Information

Does your company share receipts of all crop sales, price, and quantity?

If the company does not have any land under cultivation, select N/A.

- Shared with all managers
- Shared with all non-managers
- Shared with growers/members
- Shared publicly (e.g. posted on website)
- No receipts are shared
- N/A

*Points Earned: 0.10 of 0.39*

OPERATIONS

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## Governance Metrics

**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?

*Points Available: 0.00*



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## Reporting Currency

Select your reporting currency

- US Dollar - USD
- Euro - EUR
- Australian Dollar - AUD
- Canadian Dollar - CAD
- Danish Krone - DKK
- Hong Kong Dollar - HKD
- Iceland Krona - ISK
- New Israeli Sheqel - ILS
- New Zealand Dollar - NZD
- Norwegian Krone - NOK
- British Pound - GBP
- Singapore Dollar - SGD
- Swedish Krona - SEK
- Swiss Franc - CHF
- Yen - JPY
- Zloty - PLN
- Afghani - AFN
- Algerian Dinar - DZD
- Argentine Peso - ARS
- Armenian Dram - AMD
- Aruban Guilder - AWG
- Azerbaijanian Manat - AZN
- Bahamian Dollar - BSD
- Bahraini Dinar - BHD
- Baht - THB
- Balboa - PAB
- Barbados Dollar - BBD
- Belarussian Ruble - BYR
- Belize Dollar - BZD
- Bermudian Dollar - BMD
- Bolivar Fuerte - VEF
- Boliviano - BOB
- Brazilian Real- BRL
- Brunei Dollar - BND
- Bulgarian Lev - BGN
- Burundi Franc - BIF
- Cape Verde Escudo - CVE
- Cayman Islands Dollar - KYD
- Cedi - GHS
- CFA Franc BCEAO - XOF
- CFA Franc BEAC - XAF
- CFP Franc - XPF
- Chilean Peso - CLP
- Colombian Peso - COP
- Comoro Franc - KMF
- Congolese Franc - CDF

- Congolese Franc - CDF
- Convertible Marks - BAM
- Nicaraguan Cordoba - NIO

- Costa Rican Colon - CRC
- Croatian Kuna - HRK
- Cuban Peso - CUP
- Czech Koruna - CZK
- Dalasi - GMD
- Denar - MKD
- Djibouti Franc - DJF
- Dobra - STD
- Dominican Peso - DOP
- East Caribbean Dollar - XCD
- Egyptian Pound - EGP
- El Salvador Colon - SVC
- Ethiopian Birr - ETB
- Falkland Islands Pound - FKP
- Fiji Dollar - FJD
- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hryvnia - UAH
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kroon - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Lari - GEL
- Latvian Lats - LVL
- Lebanese Pound - LBP
- Lek - ALL
- Lempira - HNL
- Leone - SLL
- Liberian Dollar - LRD
- Libyan Dinar - LYD
- Lilangeni - SZL
- Lithuanian Litas - LTL
- L... ..

- Loti - LSL
- Malagasy Ariary - MGA
- Malaysian Ringgit - MYR
  
- Manat - TMT
- Mauritius Rupee - MUR
- Metical - MZN
- Mexican Peso - MXN
- Moldovan Leu - MDL
- Moroccan Dirham - MAD
- Mvdol - BOV
- Naira - NGN
- Nakfa - ERN
- Namibia Dollar - NAD
- Nepalese Rupee - NPR
- Netherlands Antillian Guilder - ANG
- New Leu - RON
- New Taiwan Dollar - TWD
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Pataca - MOP
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Quetzal - GTQ
- Rufiyaa - MVR
- Rupiah - IDR
- Russian Ruble - RUB
- Rwanda Franc - RWF
- Saint Helena Pound - SHP
- Saudi Riyal - SAR
- Serbian Dinar - RSD
- Seychelles Rupee - SCR
- Solomon Islands Dollar - SBD
- Som - KGS
- Somali Shilling - SOS
- Somoni - TJS
- Sri Lanka Rupee - LKR
- Sudanese Pound - SDG
- Surinam Dollar - SRD
- Syrian Pound - SYP
- Taka - BDT
- Tala - WST
- Tanzanian Shilling - TZS
- Tenge - KZT

- Tenge - KZT
- Trinidad and Tobago Dollar - TTD
- Tugrik - MNT
  
- Tunisian Dinar - TND
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS
- Vatu - VUV
- Viet Nam Dong - VND
- Yuan Renminbi - CNY
- Rand - ZAR
- Rial Omani - OMR
- Riel- KHR
- Yemeni Rial - YER
- Won - KRW
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL

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

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

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

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

We do not track this

*Points Available: 0.00*

---

IMPACT BUSINESS MODELS

## Mission Locked- Impact Business Model

**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?

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

*Points Earned: 2.50 of 10.00*

## Workers

---

OPERATIONS

### Workers Impact Area Introduction

**0.0**

---

This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

### 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
- 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

Current Total Full-Time Workers

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

Total full-time workers twelve months ago

We do not track this

Points Available: 0.00



---

## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

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

Total part-time workers twelve months ago

We do not track this

*Points Available: 0.00*

---

## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

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

Total temporary workers twelve months ago

We do not track this

*Points Available: 0.00*

---

## Financial Security

OPERATIONS

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.

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.

- <75%
- 75-89%
- 90-99%
- 100%
- 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.

- <75%
- 75-89%
- 90-99%
- 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?

- 0% - Lowest wage is equivalent to minimum wage
- 1-9%
- 10-29%
- 30-49%
- 50-75%
- 75%+

N/A - We do not employ hourly workers

Points Available: 1.26

---

## 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 Earned: 1.26 of 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?

- 0%  
 1-24%  
 25-49%  
 50-74%  
 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?

- No bonus payout, or no bonus plan
- 5% or less
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive workers, despite the company not earning a profit

*Points Earned: 0.16 of 1.26*

---

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

*Points Earned: 0.31 of 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: 0.94 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?

Check all that apply.

- 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 Available: 0.63

OPERATIONS

## Health, Wellness, & Safety

7.3

---

### Government Provision Of Healthcare

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

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

Points Available: 0.00

---

### Healthcare Coverage

What percentage of employees is eligible for health care benefits either through company or government plan?

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

Points Earned: 1.00 of 1.00

---

## Benefits for Seasonal Workers

What benefits are offered to all seasonal-only workers on your farm?

Select N/A if you are a cooperative.

- Disability coverage or accident insurance
- Life insurance
- Private dental insurance
- Private supplemental health insurance
- Other (please describe)
- None
- N/A

*Points Earned: 0.50 of 2.00*

---

## Supplementary Health Benefits

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

- 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: 1.00 of 1.00*

---

## 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 Available: 1.00*

---

## 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: 1.00 of 1.00*

---

## 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: 2.00 of 2.00*

---

## 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
- None of the above
- N/A - No hazardous or dangerous materials used on-site

*Points Earned: 1.00 of 1.00*

---

## Machinery Practices

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

This 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

Points Earned: 0.80 of 1.00

OPERATIONS

## Career Development

2.5

---

### Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

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

Points Earned: 0.44 of 0.44



---

## 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: 0.44 of 0.44*

---

## 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: 0.15 of 0.44*

---

## 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.

- 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

## Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- 15%+

Points Earned: 0.14 of 0.44

## Rate of Seasonal Workers Re-hiring

What percentage of temporary and seasonal workers of the last twelve months was previously employed with the company during prior growing seasons?

Estimates within +/- 5% are acceptable. Please select N/A if you do not have temporary or seasonal workers.

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A - No temporary or seasonal workers in the last twelve months

Points Earned: 0.26 of 0.44

## 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: 0.44 of 0.44

## 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%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.15 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%
- 25-49%
- 50-74%
- 75%+
- Don't know

Points Earned: 0.08 of 0.30

## Life Skill 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)

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

Points Earned: 0.23 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.

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

Points Earned: 0.15 of 0.60

OPERATIONS

---

## Engagement & Satisfaction

3.7

---

### 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: 0.25 of 0.25

---

## Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- Gender
- Race
- Color
- Disability
- Political opinion
- Sexual orientation
- Age
- Religion
- HIV status
- We have no written non-discrimination policy

*Points Earned: 0.25 of 0.25*

---

## 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: 0.20 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.

- On-site store or shop for basic provisions and foodstuffs
- On-site restaurant or prepared food for staff
- Schools and daycare are provided for children of staff that reside on-site
- Transportation or transit subsidy
- Free or subsidized housing
- Other - please describe
- None of the above

## 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: 0.50 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: 0.50 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

We do not track this

Points Available: 0.00

---

## Labor Practices Review

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

Yes

No

Points Earned: 0.50 of 0.50

OPERATIONS

## Engagement & Satisfaction (Salaried)

1.4

---

### 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: 0.75 of 1.00

---

## 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 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)
- 5-12 weeks of primary parental leave (or equivalent) is fully paid
- 12-18 weeks of primary parental leave (or equivalent) is fully paid
- 18-24 weeks of primary parental leave (or equivalent) is fully paid
- 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

Community

OPERATIONS

---

## Community Impact Area Introduction

0.0

Points Earned: 0.70 of 1.00

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a **Attrition Rate for Salaried Workers**.

**Community Oriented Impact Business Model**  
What percentage of full-time and part-time salaried workers left the company during the last twelve months?

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

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

>10%

5-10%

Yes 4.9%

No 2.4%

Points Available: 0.00

---

## Sourcing From Small-Scale Farmers or Coop Members

Do you source from small-scale farmers, or is your company a cooperative?

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

Yes

No

Points Available: 0.00

OPERATIONS

---

## Diversity, Equity, & Inclusion

2.9



## 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
- Majority owned by individuals from underrepresented racial or ethnic minorities
- Majority owned by other underrepresented individuals (veterans, LGBT, etc.)
- None of the above

Points Available: 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
- 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
- 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
- We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- None of the above

Points Earned: 0.15 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: 0.45 of 0.61

---

## Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

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

Points Earned: 0.61 of 0.61

---

## Women Workers

How many of your workers identify as women?

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

*Points Earned: 0.20 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?

- 0%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- 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
- 11-15x
- 6-10x
- 1-5x

*Points Earned: 0.15 of 0.61*

---

## Female Management

How many of your company managers identify as women?

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

Points Available: 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%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

Points Available: 0.61

---

## Female Directors

How many of your company Board Directors identify as women?

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

Points Earned: 0.20 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.

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

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't Know

Points Available: 0.61

---

## Economic Impact

OPERATIONS

2.1

---

## 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.

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.

Points Available: 0.00

---

## 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:

We do not track this

Points Available: 0.00

---

## Job Growth Rate

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay at least 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)
- 1-14%
- 15-24%
- 25%+

Points Earned: 1.07 of 1.60

---

## Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

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

Points Available: 0.80

---

## Local Ownership

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

- Yes
- No
- Don't know

*Points Available: 0.80*

---

## Local Purchasing and Hiring Policies

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

- 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 Available: 0.40*

---

## 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?

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

*Points Earned: 0.80 of 0.80*

---

## 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?

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

*Points Earned: 0.27 of 0.80*

---

## Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

- Yes
- No

*Points Available: 0.80*

---

## Training Community Farmers

Does your company provide technical assistance training or access to other community farmers that you do not source from on a pro-bono or subsidized basis?

- No
- Yes, but we have not measured outcomes for these farmers
- Yes, and we have measured a quantifiable increase in productivity of these farmers

*Points Available: 0.80*

---

## Civic Engagement & Giving

OPERATIONS

**1.6**

---



## 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: 0.53 of 0.53*

---

## Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- Business or trade association
- Chamber of Commerce
- Governmental institution
- Local academic institution
- Cooperative
- Other - please describe
- None

*Points Earned: 0.27 of 0.27*

---

## 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: 0.05 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?

- None
- Less than 0.1% of revenues
- 0.1-0.4% of revenues
- 0.5-0.9% of revenues
- 1-1.9% of revenues
- >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.

- No donations last fiscal year
- Less than 0.1% of revenue
- 0.1-0.4% of revenue
- 0.5-0.9% of revenue
- 1-1.9% of revenue
- 2%+ of revenue
- Don't know

*Points Available: 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

We do not track this

*Points Available: 0.00*

---

## Policy Advocacy for Social and Environmental Standards

Has your company worked with policymakers to develop or advocate for policy changes explicitly designed to improve social or environmental outcomes in the past two years?

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

Points Earned: 0.40 of 0.53

---

## 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 our 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

OPERATIONS

---

## Supply Chain Management

4.2

### 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: 0.67 of 0.67

---

## 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: 0.67 of 0.67

---

## 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

---

## 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?

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

Yes

No

Points Earned: 0.67 of 0.67

---

## 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: 0.22 of 0.33

---

## % 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?

- 0%
- 1-20%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.17 of 1.33

---

## Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- Average tenure of supplier relationships is less than 12 months.
- Average tenure of supplier relationships is greater than 12 months.
- Average tenure of supplier relationships is greater than 36 months.
- 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.
- Don't Know

*Points Earned: 0.44 of 0.67*

---

## Independent Contractor Practices

What are your company's policies regarding independent contractors that do not work for the company greater than 20 hours per week for longer than a 6 month period?

Independent contractors that work for the company 20+ hours per week over a 6+ month period should be considered in the Workers section.

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

*Points Earned: 0.17 of 0.67*

---

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

*Points Earned: 0.17 of 0.67*

---

## Third Party Traceability and Labeling Standards

Do you comply with third-party traceability and labeling standards to ensure that the origination and supply chain of all products is tracked?

- Yes
- No
- N/A - No relevant industry traceability standard

*Points Earned: 0.67 of 0.67*

---

## Crops with Environmental Certification

During the last fiscal year, what percentage of products or crops grown (on currency basis) had an environmental certification?

Certified crops may include fair trade, Rainforest Alliance, Starbucks C.A.F.E., Utz certification, International Federation of Organic Agriculture Movement certified, USDA Organic, Quality Assurance International - Certified Organic, EU Organic

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

*Points Earned: 0.44 of 0.67*

---

## Environment

OPERATIONS

---

### Environment Impact Area Introduction

**0.0**

---

This section allows your company to provide data on its energy use, carbon footprint and waste management.

### Land Under Cultivation

Does your company control any land under cultivation?

This question will help to pre-fill the N/A option for questions not applicable to your business.

- Yes
- No

*Points Available: 0.00*

---

## Sourcing Ag Products

Is your company a cooperative or does it source produce from other growers?

This question will help to pre-fill the N/A option for questions not applicable to your business.

- Yes  
 No

Points Available: 0.00

---

## Environmental Business Model

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

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

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

Points Available: 0.00

OPERATIONS

---

## Environmental Management

4.4

### Facility Environmental Efficiency

What environmental efficiency practices are in place at your offices and plant facilities?

This is also known as "green building practices."

- 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, access to natural daylight)
- 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 waterways)
- Buildings are LEED certified or LEED equivalent certified
- Other - please describe
- None of the above
- N/A - No offices or plant facilities

Points Earned: 0.46 of 0.77



---

## 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: 1.54 of 1.54

---

## 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?

Select N/A only if there is no physical product being sold.

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

Points Earned: 0.77 of 0.77

---

## Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- Assessment conducted for supply chain only
- Assessment conducted for only a portion of value 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: 0.13 of 0.38

---

## % 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%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 1.54 of 1.54

OPERATIONS

## Air & Climate

3.3

---

### 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: 0.34 of 0.45

---

### Monitoring Energy Use

Do a majority of cooperative members/supplier farms monitor and record energy usage for cultivation and distribution of products sold? (Majority by cost basis, land under cultivation or headcount)

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Majority do not currently monitor and record usage
- Majority monitors and records usage (no reduction targets)
- Majority monitors usage and have specific reduction targets
- Majority monitors usage and met specific reduction targets during the last FY
- N/A

Points Available: 0.45

---

## 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 Earned: 0.45 of 0.45

---

## Total Energy Use

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

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

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.

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

Points Earned: 0.08 of 0.23

---

## 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:

We do not track this

Points Available: 0.00

---

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

*Points Earned: 0.18 of 0.90*

---

## 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)
- 100% (all equipment)
- N/A - No new equipment purchased

*Points Earned: 0.07 of 0.23*

---

## 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.

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

*Points Available: 0.90*

---

## 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: 0.11 of 0.45*

---

## Total Scope 3 GHGs

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

Scope 3:

Scope 3:

- We do not track this

*Points Available: 0.00*

---

## Total Scope 1 GHGs

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

Scope 1:

Scope 1:

- 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:

- We do not track this

*Points Available: 0.00*

---

## Carbon Intensity

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

Please use USD to allow for standardized comparisons.

- >100
- 81-100
- 61-80
- 41-60
- 21-40
- 1-20
- 0
- Don't know

*Points Earned: 0.36 of 0.45*

---

## 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.

- >100
- 81-100
- 61-80
- 41-60
- 21-40
- 1-20
- 0
- Don't know

*Points Earned: 0.72 of 0.90*

---

## 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%
- 15-20%
- 20%+
- Don't Know

Points Available: 0.90

---

## Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

Yes

No

Points Earned: 0.23 of 0.23

---

## 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%

10-19%

20-29%

30%+

Don't know

Points Earned: 0.23 of 0.90

---

## 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%

1-9%

10-19%

20-29%

30%+

Don't know

Points Earned: 0.23 of 0.90

---

## 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: 0.15 of 0.45

---

## Types of Carbon Credits Purchased

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 Earned: 0.23 of 0.23

OPERATIONS

## Water

2.2

---

### 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: 0.18 of 0.70

---

### Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months



Total water use (liters) during the last 12 months

We do not track this

Points Available: 0.00

---

## Water Conservation Practices

Do a majority of cooperative members or supplier farms follow any of these water use conservation practices?

- Drip technology
- Hydroponic or aeroponic growing
- Grey-water used for irrigation
- Harvested rainwater
- Traditional irrigation or flood irrigation
- Other (please describe)
- None of the above
- N/A

Points Earned: 0.18 of 0.70

---

## Water Conservation Practices

What water use conservation practices has your farm implemented for land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Traditional irrigation (e.g. flood irrigation)
- Harvest rainwater
- Gray-water use for irrigation
- Hydroponic or aeroponic growing
- Drip technology
- Low-pressure micro-sprinklers
- Irrigation water use planned based on monitoring and analysis of soil moisture level, weather data and other relevant information
- Other (please describe)
- None of the above
- N/A

Points Earned: 1.40 of 1.40

---

## 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.

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors emissions and has specific reduction targets
- Company monitors emissions and has met specific reduction targets during the last fiscal year
- Eliminated emissions of this by-product entirely
- N/A

Points Earned: 0.18 of 0.70

---

## Water Quality Practices

What water quality practices does your farm follow for land-under-cultivation to ensure that local water sources and quality are not impacted?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- There is no application of nematicides within 20 meters of any permanent water body
- There is no application of agrochemicals within 10 meters of any permanent water body
- There is a riparian buffer zone at least 25 feet in width from any permanent water body
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.35 of 1.40*

---

## Water Quality Practices

Are any of these water quality practices followed by a majority of your members or supplier farms to ensure that local water sources and quality are not impacted?

- There is no application of nematicides within 20 meters of any permanent water body
- There is no application of agrochemicals within 10 meters of any permanent water body.
- There is a riparian buffer zone at least 25 feet in width from any permanent water body
- Other - please describe
- None of the above
- N/A

*Points Available: 0.70*

---

## Irrigation Wastewater Remediation Practices

Which of the following types of waste water remediation do a majority of members/supplier farms use?

- Filter water before re-introduction to water table
- Use of settling ponds to clean water before re-entry to water table
- Grey water remediation
- None of the above
- N/A

*Points Available: 0.70*

---

## Irrigation Wastewater

Does your company do the following with wastewater from irrigation?

- Grey water remediation
- Filter water before re-introduction to water table
- Use of settling ponds to clean water before re-entry to water table
- Other (please describe)
- None
- N/A

Points Available: 0.70

OPERATIONS

## Land & Life

13.7

---

### Waste Disposal Methods

How does your company dispose of a majority of non-hazardous waste or garbage?

- Incinerate, burn, or dispose on-site (uncertified)
- Third-party garbage collection with no certification for disposal
- Municipal garbage collection
- Composting garbage
- Private third-party disposal with certified responsible disposal that can be documented
- On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- Waste is separated and recycled or reused for company's own production or donated/provided to other facilities
- Other - please describe

Points Earned: 0.76 of 0.76

---

### 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: 0.19 of 0.76

---

## 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

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

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

We do not track this

Points Available: 0.00

---

## 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: 0.76 of 0.76

---

## 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
- Already maximized - we have achieved Zero Waste

Points Available: 0.76

---

## Organic Waste Disposal

Which of the following types of organic waste disposal do a majority of members/supplier farms use?

- Incinerate/burn/on-site disposal (uncertified)
- Third-party garbage collection, no certification for disposal
- Municipal garbage collection
- Composting garbage
- Private third-party disposal (that has been certified and can provide documentation for responsible disposal)
- On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- Waste is separated and recycled/reused for company's own production or donated/provided to other facilities
- Other - please describe
- N/A

Points Earned: 0.76 of 0.76

---

## Organic Waste Disposal

Which of the following methods is used to dispose of organic waste from crop cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Burn, incinerate, or send to landfill
- Composting waste
- Waste is reused
- Dispose through certified third-party methods
- Production of biogas from waste
- Other - please describe
- None of the above
- N/A

Points Earned: 0.76 of 0.76

---

## Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

- 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: 0.76 of 0.76

---

## % of Environmentally Preferred Input Materials

What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A - We do not sell a physical product

Points Earned: 0.25 of 1.52

---

## 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

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

---

## 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: 0.19 of 0.76

---

## Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

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

*Points Earned: 0.76 of 0.76*

---

## 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: 0.76 of 0.76*

---

## Organic Fertilizer

What % of fertilizer applied to land-under-cultivation by a majority of member/supplier farms is organic?

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

*Points Earned: 0.15 of 0.76*

---

## Suppliers Sustainable Land Management

What % of fertilizer applied to land-under-cultivation is organic?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

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

Points Earned: 0.30 of 0.76

---

## Pest Management Policies

Does a majority of members or supplier farms follow any of these pest management techniques for land-under-cultivation?

- Use of pest- and disease-resistant varieties
- Crop rotation
- Canopy humidity management
- Soil and plant sampling to understand pest management needs
- Insect phenology modeling to understand pest management needs
- Herbicides application using spot-spraying method only
- Field scouting
- Other - please describe
- None of the above
- N/A

Points Earned: 0.76 of 0.76

---

## Prohibited Pesticide Compliance

Does your farm have policies and safeguards in place to ensure that none of these prohibited pesticides are used?

See explain this for list. If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Yes
- No
- NA

Points Earned: 0.38 of 0.38



---

## Prohibited Pesticide Compliance

Do a majority of members/supplier farms have safeguards in place to ensure that no prohibited pesticides are applied to land under-cultivation (see Help Text)?

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Yes
- No
- NA

*Points Earned: 0.76 of 0.76*

---

## Pesticide Use

Which of the following types of pesticides do a majority of members/supplier farms apply to land-under-cultivation?

Please answer if you are a cooperative or source product from other farms. Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Some application of category 2 or lower pesticides
- Application of category 3 or higher pesticides only
- No use of applied pesticides or other agrochemicals
- Unknown
- N/A

*Points Earned: 0.38 of 0.76*

---

## Pesticide Use

What type of pesticides does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Some application of category 2 or lower pesticides
- Application of category 3 or higher pesticides only
- No use of applied pesticides or other agrochemicals
- Unknown
- N/A

*Points Earned: 0.38 of 0.76*

---

## Suppliers Sustainable Land Management

If you are a cooperative or source product from other farms: Do a majority of members/supplier farms comply with sustainable land-use policies?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- No
- Yes - Sustainable land use practices are regularly followed, including crop rotation and cultivation of crops using sustainable techniques
- Yes - Certification for sustainable management of agricultural ecosystems
- Other - please describe
- N/A

*Points Available: 1.52*

---

## Sustainable Land Use Practices

Does your farm comply with sustainable land-use practices?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- No
- Yes - Sustainable land use practices are regularly followed including crop rotation and cultivation of crops using sustainable techniques
- Yes - Certification for sustainable management of agricultural ecosystems
- Other - please describe
- N/A

*Points Earned: 1.52 of 1.52*

---

## Soil Management Policies

Does your farm comply with any of the following soil management policies?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- There is an explicit soil management plan that includes measures to minimize surface erosion
- Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- Other
- None
- N/A

*Points Earned: 0.76 of 0.76*

---

## Soil Management Policies

If you are a cooperative or source product from other farms: Do a majority of members/supplier farms follow these soil-management policies?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- There is an explicit soil management plan that includes measures to minimize surface erosion
- Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- None of the above
- N/A

*Points Available: 0.76*

---

## Soil Productivity Practices

What soil productivity or protection practices are applied by a majority of your members or supplier farms?

- At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- All of the productive area uses restricted tillage systems
- At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- Perennial crops are integrated in farms
- Long-term crops or pastures are incorporated into crop rotation
- Other - please describe
- None of the above
- N/A

*Points Available: 0.76*

---

## Soil Productivity Practices

What soil productivity or protection practices does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- All of the productive area uses restricted tillage systems
- At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crops
- All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) or nitrogen-fixing cover crop
- Perennial crops are integrated in farms
- Long-term crops or pastures are incorporated into crop rotation
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.51 of 0.76*

---

## Seed Usage

What type of seeds do a majority of members/supplier farms use?

- Open-pollinated/hybrid seeds
- Cisgenic seeds/plants
- Regular seeds/plants
- Tissue-culture developed seeds/plants
- Certified organic seeds/plants
- Other (please specify)
- N/A

*Points Earned: 0.38 of 0.76*

---

## Seed Usage

What type of seed does your company use?

If your company is a cooperative or does not have any land-under-cultivation, select N/A.

- Open-pollinated/hybrid seeds
- Cisgenic seeds/plants
- Regular seeds/plants
- Tissue-culture developed seeds/plants
- Certified organic seeds/plants
- Other
- N/A

*Points Earned: 0.57 of 0.76*

---

## Sustainable Farm Certification

What % of your farm (by hectares) has received certification for sustainable management of agricultural ecosystems?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

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

*Points Earned: 0.76 of 0.76*

---

## Monitoring Biodiversity

Do a majority of members/supplier farms monitor any of the following biodiversity issues for land-under-cultivation?

- Monitor and record local endangered species
- Monitor and record endangered species flora/fauna diversity
- Other - please describe
- None of the above
- N/A

*Points Available: 0.76*

---

## Monitoring Biodiversity

Does your farm monitor any of the following biodiversity issues as they pertain to land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Monitor and record local endangered species
- Monitor and record endangered species flora/fauna diversity
- Other - please describe
- None of the above
- N/A

*Points Earned: 0.19 of 0.76*

## Customers

---

OPERATIONS

### Customers Impact Area Introduction

**0.0**

---

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

### Customer Impact Business Model Introduction

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

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

Yes

No

*Points Available: 0.00*

OPERATIONS

### Customer Stewardship

**3.4**

---

## Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers 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: 0.50 of 0.50

---

## Product / Service Warranties

What percentage of your products or services are covered by a formal warranty or guarantee?

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.50 of 0.50

---

## 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.

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 1.00 of 1.00

---

## 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: 0.25 of 0.50

---

## 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: 0.30 of 0.50

---

## 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: 0.10 of 0.50



---

## Managing Marketing and Advertising

Does the company have any of the following practices with regard to ensuring accurate, ethical, and positive marketing and advertising?

- Company makes transparent potential risks and negative impacts of products, including, when appropriate ingredient lists
- Company has formal policies to review the accuracy and ethics of marketing and advertising
- Company complies with independent marketing and advertising standards relevant to their sector or industry
- Company has programs in place to promote social and or environmental causes through its marketing and advertising
- Company gets input of the communities that are featured on the company's messaging and advertising campaigns and is inclusive of the culture of those communities.
- Other
- None of the above

Points Earned: 0.38 of 0.50

---

## 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: 0.13 of 0.50

---

## 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: 0.30 of 0.50

## 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

- 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

- 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

- 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

- 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

- 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)

- Yes  
 No

Points Available: 0.00

---

## Disclosure Monoculture Agriculture

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

Monoculture agriculture

- Yes  
 No

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

- 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.)

- 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

- Yes  
 No

*Points Available: 0.00*

---

## 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

- Yes  
 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

- Yes  
 No

*Points Available: 0.00*

---

## 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)

- 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

- 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.

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:

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."

- Yes  
 No

Points Available: 0.00

---

## 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

- Yes  
 No

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

- 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

- 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

- Yes  
 No

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

- Yes  
 No

Points Available: 0.00

---

## Workers not Provided Clean Drinking Water or 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

- Yes  
 No

Points Available: 0.00

---

## 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

- Yes  
 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

- 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

- Yes  
 No

Points Available: 0.00

---

## Company prohibits freedom of association/collective bargaining

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

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

- Yes  
 No

Points Available: 0.00

---

## 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.

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

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

Yes

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

Yes

No

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

- 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

- 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

- Yes  
 No

*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

- Yes  
 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

- 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.

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:

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

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

Yes

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

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

- 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

- Yes  
 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

*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

- Yes  
 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)

- 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

- 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

- 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

- Yes  
 No

*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  
 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

- Yes  
 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

- Yes  
 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.

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:

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  
 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

- 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

- Yes
- No
- 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

Points Available: 0.00

# B Impact Report

## Overall B Impact Score

Southern Brewing  
Company S.A, Cerveceria  
kross

47.7

For Fiscal Year End Date: **December 30, 2018**

Your scores below are being compared against 1459 Ordinary  
Businesses that also have 50-249 employees. [Learn More](#)



UNVERIFIED

## Impact Area Scores

	Governance	6.7	+
	Workers	20.6	+
	Community	9.9	+
	Environment	7.9	+
	Customers	2.3	+



As wholly-owned subsidiary of Viña Concha y Toro, Southern Brewing Company is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Southern Brewing Company as part of their certification as a B Corporation.

## Southern Brewing Company S.A, Cerveceria kross

SCORE	COMPLETION	VERSION	NAME	SECTOR	SIZE
47.7	100%	6	2019 - Active	Manufacturing	50-249

## Governance

OPERATIONS

## Mission & Engagement

1.5

### 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.

- Creating positive social or environmental impact is not a focus for our business
- We 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.
- 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: 0.29 of 0.29

### Mission Statement

Support

Please share the text of your formal mission statement here.

Please share the text of your formal mission statement here.

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: 0.34 of 0.57

---

## Social and Environmental Performance Training

How are social or environmental performance principles and practices incorporated into employee training programs?

Please check all that apply.

- Only included informally in orientation, training, or instruction
- Specific, formal training is integrated into new employee and new manager training
- Specific, formal training is integrated into ongoing employee and manager training
- Workers articulate goals and achievements related to social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results
- None of the above

Points Earned: 0.19 of 0.57

---

## 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
- 1-49%
- 50-99%
- 100%

Points Earned: 0.29 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 Earned: 0.29 of 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: 0.11 of 0.57

---

## Identification of Material Issues

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

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

Points Available: 0.00

---

## Ethics & Transparency

OPERATIONS

2.7

## 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
- Non-Fiduciary Advisory Board
- Board of Directors (with at least one member who is not an executive or owner of the company)

Points Earned: 0.41 of 0.41

---

## 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: 0.41 of 0.41

---

## 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: 0.21

---

## 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: 0.41 of 0.41*

---

## Conflict of Interest Questionnaire

Do all Board members and officers complete an annual conflict of interest questionnaire?

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

*Points Available: 0.21*

---

## 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: 0.28 of 0.41*

---

## 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 Available: 0.41

---

## 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: 0.25 of 0.41

---

## 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 Available: 0.41

---

## Financial Reporting Standards

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)
- GAAP, the Generally Accepted Accounting Principles (via independent U.S. standards body)
- Local accounting standard (via local independent standard setting body)
- Other - please describe
- None of the above
- N/A - Our company is pre-revenue

Points Earned: 0.41 of 0.83

---

## Reviewed / Audited Financials

What type of individual or entity conducted the review of your company's financials?

- Locally-accredited auditing firm or CPA/CFA
- Internationally-accredited auditing firm or CPA/CFA
- None, finances were neither audited nor reviewed

Points Earned: 0.10 of 0.21

---

## 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: 0.28 of 0.41

---

## 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: 0.21 of 0.41*

OPERATIONS

## Governance Metrics

**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?

*Points Available: 0.00*



---

## Reporting Currency

Select your reporting currency

- US Dollar - USD
- Euro - EUR
- Australian Dollar - AUD
- Canadian Dollar - CAD
- Danish Krone - DKK
- Hong Kong Dollar - HKD
- Iceland Krona - ISK
- New Israeli Sheqel - ILS
- New Zealand Dollar - NZD
- Norwegian Krone - NOK
- British Pound - GBP
- Singapore Dollar - SGD
- Swedish Krona - SEK
- Swiss Franc - CHF
- Yen - JPY
- Zloty - PLN
- Afghani - AFN
- Algerian Dinar - DZD
- Argentine Peso - ARS
- Armenian Dram - AMD
- Aruban Guilder - AWG
- Azerbaijanian Manat - AZN
- Bahamian Dollar - BSD
- Bahraini Dinar - BHD
- Baht - THB
- Balboa - PAB
- Barbados Dollar - BBD
- Belarussian Ruble - BYR
- Belize Dollar - BZD
- Bermudian Dollar - BMD
- Bolivar Fuerte - VEF
- Boliviano - BOB
- Brazilian Real- BRL
- Brunei Dollar - BND
- Bulgarian Lev - BGN
- Burundi Franc - BIF
- Cape Verde Escudo - CVE
- Cayman Islands Dollar - KYD
- Cedi - GHS
- CFA Franc BCEAO - XOF
- CFA Franc BEAC - XAF
- CFP Franc - XPF
- Chilean Peso - CLP
- Colombian Peso - COP
- Comoro Franc - KMF
- Congolese Franc - CDF

- Congolese Franc - CDF
- Convertible Marks - BAM
- Nicaraguan Cordoba - NIO

- Costa Rican Colon - CRC
- Croatian Kuna - HRK
- Cuban Peso - CUP
- Czech Koruna - CZK
- Dalasi - GMD
- Denar - MKD
- Djibouti Franc - DJF
- Dobra - STD
- Dominican Peso - DOP
- East Caribbean Dollar - XCD
- Egyptian Pound - EGP
- El Salvador Colon - SVC
- Ethiopian Birr - ETB
- Falkland Islands Pound - FKP
- Fiji Dollar - FJD
- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hryvnia - UAH
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kroon - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Lari - GEL
- Latvian Lats - LVL
- Lebanese Pound - LBP
- Lek - ALL
- Lempira - HNL
- Leone - SLL
- Liberian Dollar - LRD
- Libyan Dinar - LYD
- Lilangeni - SZL
- Lithuanian Litas - LTL
- L... ..

- Loti - LSL
- Malagasy Ariary - MGA
- Malaysian Ringgit - MYR
  
- Manat - TMT
- Mauritius Rupee - MUR
- Metical - MZN
- Mexican Peso - MXN
- Moldovan Leu - MDL
- Moroccan Dirham - MAD
- Mvdol - BOV
- Naira - NGN
- Nakfa - ERN
- Namibia Dollar - NAD
- Nepalese Rupee - NPR
- Netherlands Antillian Guilder - ANG
- New Leu - RON
- New Taiwan Dollar - TWD
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Pataca - MOP
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Quetzal - GTQ
- Rufiyaa - MVR
- Rupiah - IDR
- Russian Ruble - RUB
- Rwanda Franc - RWF
- Saint Helena Pound - SHP
- Saudi Riyal - SAR
- Serbian Dinar - RSD
- Seychelles Rupee - SCR
- Solomon Islands Dollar - SBD
- Som - KGS
- Somali Shilling - SOS
- Somoni - TJS
- Sri Lanka Rupee - LKR
- Sudanese Pound - SDG
- Surinam Dollar - SRD
- Syrian Pound - SYP
- Taka - BDT
- Tala - WST
- Tanzanian Shilling - TZS
- Tenge - KZT

- Kenyan Shilling - KES
- Trinidad and Tobago Dollar - TTD
- Tugrik - MNT
  
- Tunisian Dinar - TND
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS
- Vatu - VUV
- Viet Nam Dong - VND
- Yuan Renminbi - CNY
- Rand - ZAR
- Rial Omani - OMR
- Riel- KHR
- Yemeni Rial - YER
- Won - KRW
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL

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

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

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

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

We do not track this

*Points Available: 0.00*

---

IMPACT BUSINESS MODELS

## Mission Locked- Impact Business Model

**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?

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

*Points Earned: 2.50 of 10.00*

## Workers

---

OPERATIONS

### Workers Impact Area Introduction

**0.0**

---

This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

### 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
- 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

Current Total Full-Time Workers

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

Total full-time workers twelve months ago

We do not track this

Points Available: 0.00



---

## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

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

Total part-time workers twelve months ago

We do not track this

*Points Available: 0.00*

---

## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

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

Total temporary workers twelve months ago

We do not track this

*Points Available: 0.00*

---

## Financial Security

OPERATIONS

**2.8**

---

## 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?

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.

- <75%
- 75-89%
- 90-99%
- 100%
- 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.

- <75%
- 75-89%
- 90-99%
- 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?

- 0% - Lowest wage is equivalent to minimum wage
- 1-9%
- 10-29%
- 30-49%
- 50-75%
- 75%+

N/A - We do not employ hourly workers

Points Available: 1.26

---

## 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

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?

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

Points Earned: 0.94 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?

- No bonus payout, or no bonus plan
- 5% or less
- 5-10%
- 10-15%
- 15-20%
- >20%
- Bonuses were paid to non-executive workers, despite the company not earning a profit

*Points Earned: 0.16 of 1.26*

---

## % 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%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 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: 0.94 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?

Check all that apply.

- 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 Available: 0.63

OPERATIONS

---

## Health, Wellness, & Safety

6.8

---

### Government Provision Of Healthcare

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

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

Points Available: 0.00

---

### Healthcare Coverage

What percentage of employees is eligible for health care benefits either through company or government plan?

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

Points Earned: 1.18 of 1.18

---

## Supplementary Health Benefits

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

- 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 Available: 1.18*

---

## 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 Available: 1.18*

---

## 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: 1.18 of 1.18*

---

## 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: 1.88 of 2.35

---

## 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
- None of the above
- N/A - No hazardous or dangerous materials used on-site

Points Earned: 0.88 of 1.18

---

## Machinery Practices

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

This 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

Points Earned: 1.18 of 1.18

## Indoor Air Quality Monitoring

Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space and avoid "Sick Building Syndrome"?

Select N/A if you have no facilities.

- Yes
- No
- N/A

Points Earned: 0.59 of 0.59

OPERATIONS

## Career Development

1.6

### Formal Employment

What percentage of individuals working for the company are formally employed on the payroll of the company?

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

Points Earned: 0.44 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: 0.25 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.

- 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: 0.17 of 0.50*

---

## 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.

- 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*

---

## Internal Promotions

What percentage of employees has been internally promoted within the last 12 months?

Exclude material owners in your calculation.

- 0%
- 1-5%
- 6-15%
- 15%+

*Points Earned: 0.17 of 0.50*

---

## 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

OPERATIONS

## Career Development (Salaried)

0.3

---

### 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: 0.15 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.

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

- 50-74%
- 75%+

Points Earned: 0.15 of 0.60

## Engagement & Satisfaction

2.8

### 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: 0.25 of 0.25

### Non-Discrimination Policy

What is covered in your company's written non-discrimination policy on hiring and the workplace?

Please check all that apply.

- Gender
- Race
- Color
- Disability
- Political opinion
- Sexual orientation
- Age
- Religion
- HIV status
- We have no written non-discrimination policy

Points Earned: 0.25 of 0.25

---

## 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: 0.20 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: 0.80 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: 0.50 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: 0.13 of 0.50*

---

## 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%
- 81-90%
- 90%+
- N/A

*Points Earned: 0.50 of 1.00*

---

## Labor Practices Review

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

- Yes  
 No

Points Available: 0.50

OPERATIONS

---

## Engagement & Satisfaction (Salaried)

1.3

---

### 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: 0.75 of 1.00

---

### 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 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)  
 5-12 weeks of primary parental leave (or equivalent) is fully paid  
 12-18 weeks of primary parental leave (or equivalent) is fully paid  
 18-24 weeks of primary parental leave (or equivalent) is fully paid  
 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: 0.60 of 1.00

# Community

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OPERATIONS

## Community Impact Area Introduction

0.0

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for their community.

### 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  
 No

Points Available: 0.00

OPERATIONS

## Diversity, Equity, & Inclusion

2.2

### 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: 0.12 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  
 Majority owned by other underrepresented individuals (veterans, LGBT, etc.)  
 None of the above

Points Available: 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
- We accommodate learning or emotional disabilities in work processes and workplace policies
- None of the above

Points Earned: 0.24 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
- We specifically analyze diversity, equity, and inclusion data for individuals who are part of multiple underrepresented groups
- None of the above

Points Available: 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: 0.45 of 0.61



---

## Low Income Workers

What percentage of your workforce lives in poor/very poor or low-income areas or does not have college degree?

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

*Points Earned: 0.45 of 0.61*

---

## Women Workers

How many of your workers identify as women?

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

*Points Earned: 0.20 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?

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

*Points Earned: 0.30 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 Earned: 0.30 of 0.61*

---

## Female Management

How many of your company managers identify as women?

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

*Points Available: 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%
- 1-9%
- 10-19%
- 20-29%
- 30%+
- Don't know

*Points Available: 0.61*

---

## Female Directors

How many of your company Board Directors identify as women?

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

*Points Earned: 0.20 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.

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

- 0%
- 1-9%
- 10-24%
- 25-39%
- 40-49%
- 50%+
- Don't Know

Points Available: 0.61

OPERATIONS

## Economic Impact

2.2

---

### 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.

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.

Points Available: 0.00

---

### 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:

We do not track this

Points Available: 0.00

---

## Job Growth Rate

How many of your company's full-time and part-time jobs were newly created over the last twelve months AND pay at least 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)
- 1-14%
- 15-24%
- 25%+

*Points Earned: 0.89 of 2.67*

---

## Non-accredited Investor Ownership

What percentage of the company is owned by individuals who would qualify as non-accredited investors?

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

*Points Available: 1.33*

---

## Local Ownership

Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce?

- Yes
- No
- Don't know

*Points Available: 1.33*

---

## Local Purchasing and Hiring Policies

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

- 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 Available: 0.67

---

## 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?

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

Points Earned: 1.33 of 1.33

---

## 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?

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

Points Available: 1.33

---

## Focus on Local Customers

Do a majority of your customers live locally to your company's headquarters or production facilities?

- Yes

## Civic Engagement & Giving

0.0

### 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 Available: 0.53

### Civic Memberships and Partnerships

Does your company have membership or a civic partnership with any of the following types of organizations?

Check all that apply.

- Business or trade association
- Chamber of Commerce
- Governmental institution
- Local academic institution
- Cooperative
- Other - please describe
- None

Points Earned: 0.09 of 0.27

### 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 Available: 0.53

---

## 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 our 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 Available: 0.27

OPERATIONS

## Supply Chain Management

4.0

---

### 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: 0.89 of 0.89*

---

## 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: 0.22 of 0.89*

---

## 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*

---

## 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?

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

- Yes  
 No

*Points Earned: 0.89 of 0.89*

---

## 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 Available: 0.44*

---

## % 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?

- 0%  
 1-20%  
 21-49%  
 50-74%  
 75-99%  
 100%  
 N/A

*Points Available: 1.78*

---

## Length of Supplier Relationships

What is the average tenure of your company's relationships with suppliers?

- Average tenure of supplier relationships is less than 12 months.
- Average tenure of supplier relationships is greater than 12 months.
- Average tenure of supplier relationships is greater than 36 months.
- 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.
- Don't Know

*Points Earned: 0.89 of 0.89*

---

## Independent Contractor Practices

What are your company's policies regarding independent contractors that do not work for the company greater than 20 hours per week for longer than a 6 month period?

Independent contractors that work for the company 20+ hours per week over a 6+ month period should be considered in the Workers section.

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

*Points Earned: 0.44 of 0.89*

---

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

*Points Earned: 0.67 of 0.89*

# Environment

---

OPERATIONS

## Environment Impact Area Introduction

0.0

This section allows your company to provide data on its energy use, carbon footprint and waste management.

### Environmental Business Model

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

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

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

Points Available: 0.00

OPERATIONS

## Environmental Management

0.6

### 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 waterways)
- Buildings are LEED certified or LEED equivalent certified
- Other - please describe
- None of the above
- N/A - No offices or plant facilities

Points Earned: 0.62 of 1.54

---

## 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 Available: 3.08*

---

## 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?

Select N/A only if there is no physical product being sold.

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

*Points Available: 1.54*

---

## Type of Footprint Assessments

Has the company's footprint assessments included any of the following?

- Assessment conducted for supply chain only
- Assessment conducted for only a portion of value 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 Available: 0.77*

---

## % 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%
- 21-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Available: 3.08

OPERATIONS

## Air & Climate

1.9

---

### 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: 0.33 of 0.65

---

### 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 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:

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.

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

Points Earned: 0.04 of 0.33

---

## 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:

We do not track this

Points Available: 0.00

---

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

Points Earned: 0.26 of 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)
- 100% (all equipment)
- N/A - No new equipment purchased

*Points Earned: 0.22 of 0.33*

---

## 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.

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

*Points Available: 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 Available: 0.65*



---

## 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%
- 15-20%
- 20%+
- Don't Know

*Points Available: 1.30*

---

## Shipping Policies

Has your company implemented an environmentally-efficient shipping or distribution policy?

- Yes
- No

*Points Available: 0.33*

---

## 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)
- We audit and provide help to suppliers to complete corrective actions
- None of the above

*Points Available: 0.65*

---

## Supply Chain GHG Management

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

- 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

---

## 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%
- 10-19%
- 20-29%
- 30%+
- Don't know

Points Available: 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 end product was used during the last fiscal year?

Raw materials (in currency terms) grown or harvested

By company or local independent suppliers.

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

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: 0.43 of 0.65

---

## Types of Carbon Credits Purchased

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

1.7

---

### 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: 0.53 of 1.07

---

### Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months 17700000

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: 0.57 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?

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

Points Available: 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.

- Company does not currently monitor and record emissions
- Company monitors and records emissions (no reduction targets)
- Company monitors emissions and has specific reduction targets
- Company monitors emissions and has met specific reduction targets during the last fiscal year
- Eliminated emissions of this by-product entirely
- N/A

Points Earned: 0.27 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: 0.40 of 0.53*

---

## Supply Chain Water Management

How does your company track and manage the water footprint of your supply chain?

- 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 the 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*

---

## Waste Disposal Methods

How does your company dispose of a majority of non-hazardous waste or garbage?

- Incinerate, burn, or dispose on-site (uncertified)
- Third-party garbage collection with no certification for disposal
- Municipal garbage collection
- Composting garbage
- Private third-party disposal with certified responsible disposal that can be documented
- On-site disposal that is compliant with internationally-accepted methods (third-party reviewed or audited)
- Waste is separated and recycled or reused for company's own production or donated/provided to other facilities
- Other - please describe

Points Earned: 0.69 of 0.69

---

## 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: 0.17 of 0.69

---

## 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

- 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

- 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

We do not track this

*Points Available: 0.00*

---

## 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: 0.69 of 0.69*

---

## 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
- Already maximized - we have achieved Zero Waste

*Points Available: 0.69*

---

## Supply Chain Waste Management

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

- 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: 0.69*

---

## 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: 0.69

---

## Environment Impact Packaging

How does your company minimize the environmental impact of the packaging of your products?

- 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: 0.41 of 0.69

---

## % of Reusable/ Recyclable 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%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A

Points Available: 0.69



---

## 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?

- 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
- Assessment indicates no exposure

Points Earned: 0.34 of 0.34

---

## % of Environmentally Preferred Input Materials

What % of material (by volume) comes from recycled materials, reused components, and/or certified sustainably sourced materials?

- <20%
- 20-49%
- 50-74%
- 75-99%
- 100%
- Don't Know
- N/A - We do not sell a physical product

Points Available: 1.37

---

## 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

---

## 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 Available: 0.69

---

## Hazardous Waste Disposal

Can your company verify that your hazardous waste is always disposed of responsibly?

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 0.69 of 0.69

---

## 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: 0.69 of 0.69

---

## Supply Chain Chemical Management

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

- 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 Available: 0.69

---

## 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

- We audit and provide help to suppliers to complete corrective actions
- None of the above

Points Available: 0.69

---

## Supply Chain Biodiversity Management

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

- 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: 0.69

---

## 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: 0.69

---

## Customers

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OPERATIONS

### Customers Impact Area Introduction

0.0

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This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

### Customer Impact Business Model Introduction

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

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

- Yes
- No

Points Available: 0.00

---

OPERATIONS

### Customer Stewardship

2.3

---

## Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers 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: 0.30 of 0.45

---

## Product / Service Warranties

What percentage of your products or services are covered by a formal warranty or guarantee?

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

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.

- 0%
- 1-9%
- 10-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

Points Earned: 0.01 of 0.01

---

## 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: 0.34 of 0.45

---

## 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: 0.15 of 0.45

---

## Managing Marketing and Advertising

Does the company have any of the following practices with regard to ensuring accurate, ethical, and positive marketing and advertising?

- Company makes transparent potential risks and negative impacts of products, including, when appropriate ingredient lists
- Company has formal policies to review the accuracy and ethics of marketing and advertising
- Company complies with independent marketing and advertising standards relevant to their sector or industry
- Company has programs in place to promote social and or environmental causes through its marketing and advertising
- Company gets input of the communities that are featured on the company's messaging and advertising campaigns and is inclusive of the culture of those communities.
- Other
- None of the above

Points Earned: 0.23 of 0.45

## 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

- 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

- 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

- Yes  
 No

*Points Available: 0.00*

---

### 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

- 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

- 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

- Yes  
 No

Points Available: 0.00

---

## 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

- 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

- Yes  
 No

Points Available: 0.00

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

- 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)

- Yes  
 No

Points Available: 0.00

---

## Disclosure Monoculture Agriculture

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

Monoculture agriculture

- Yes  
 No

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

- 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.)

- 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

- Yes  
 No

*Points Available: 0.00*

---

## 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

- Yes  
 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

- Yes  
 No

*Points Available: 0.00*

---

## 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)

- 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

- 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.

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:

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."

- Yes  
 No

Points Available: 0.00

---

## 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

- Yes  
 No

*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

- 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

- 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

- Yes  
 No

*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

- Yes  
 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

- 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

- Yes  
 No

Points Available: 0.00

---

## Workers not Provided Clean Drinking Water or 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

- Yes  
 No

Points Available: 0.00

---

## 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

- Yes  
 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

- 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

- Yes  
 No

Points Available: 0.00

---

## Company prohibits freedom of association/collective bargaining

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

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

- Yes  
 No

Points Available: 0.00

---

## 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.

- 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

- 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

- Yes  
 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

- Yes  
 No

*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

- 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

- 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

- Yes  
 No

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

- Yes  
 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

- 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.

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:

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

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

Yes

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

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

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

Yes

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

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

- Yes  
 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)

- 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

- 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

- 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

- Yes  
 No

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  
 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

- Yes  
 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

- Yes  
 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.

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:

*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  
 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

- 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

- Yes  
 No  
 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

Points Available: 0.00

# B Impact Report

## Overall B Impact Score

### Fetzer Vineyards

For Fiscal Year End Date: December 30, 2019

Your scores below are being compared against 607 Ordinary Businesses that also have 250-999 employees. [Learn More](#)



**UNVERIFIED**

## Impact Area Scores

	Governance	14.8	+
	Workers	25.2	+
	Community	17.6	+
	Environment	79.7	+
	Customers	2.2	+

As wholly-owned subsidiary of Viña Concha y Toro S.A., Fetzer Vineyards is required to make its full B Impact Assessment transparent. The PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Fetzer Vineyards as part of their certification as a B Corporation. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are highlighted with a "Sensitive" textbox.

Fetzer Vineyards				Certified B Corporation		
SCORE	COMPLETION	STATUS	VERSION	NAME	SECTOR	SIZE
95.1	100%	Verified	5	2017 - Verified	Agriculture/Growers	250-999

## Governance

## Mission & Engagement

OPERATIONS

1.9

This section reviews opportunities for your business to adopt a social or environmental mission and engage its employees, board members, and the community to achieve that mission.

### Level of Impact Focus

Select the description that best describes your business.

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

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

Points Available: 0.00

### Mission Statement Characteristics

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

Please check all that apply.

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

Points Earned: 0.20 of 0.20

### Mission Statement

Please type or paste your mission statement here.

Please type or paste your mission statement here.

Support

Points Available: 0.00

## Social and Environmental Performance Training

Which type of employee training does your company provide regarding its social and environmental mission?

Please check all that apply.

- No social or environmental mission
- No training on the company's social and environmental mission
- Only informal inclusion in orientation, training and/or instruction
- Specific, formal training integrated into new employee and new manager training
- Specific, formal training integrated into ongoing employee and manager training
- Workers articulate goals and achievements on social and environmental metrics as an individual or part of a workplace team
- All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results

Points Earned: 0.27 of 0.40

## Board Review of Social or Environmental Performance

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

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

Points Earned: 0.20 of 0.40

## Managers with Responsibilities to Mission

What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description?

- 0%
- 1-49%
- 50-99%
- 100%

Points Earned: 0.10 of 0.40

## Social and Environmental Management Reviews

What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?

- 0
- 1-49%
- 50-99%
- 100%

Points Earned: 0.30 of 0.40



## Social or Environmental Performance Related Executive Job Descriptions

Is the compensation of your CEO and those who directly report to the CEO tied to achieving specific social and environmental metrics or objectives?

Please check all that apply.

- No
- Yes, CEO/President compensation
- Yes, other senior management team member(s) compensation

Points Available: 0.40

---

## Stakeholder Engagement

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

Please check all that apply.

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

Points Earned: 0.40 of 0.40

---

## Social/Environmental Key Performance Indicators

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

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

Points Earned: 0.40 of 0.40

---

## Corporate Accountability

OPERATIONS

1.3

This section explores ways for your business to drive better long-term success by creating a governing board and giving traditionally underrepresented stakeholders a place on the board.

## Governance Structures

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

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

Points Earned: 0.25 of 0.25

---

## Governing Body Characteristics

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

Please check all that apply.

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

Points Earned: 1.00 of 1.00

---

## Governing Body Stakeholder Representation

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

Select all that apply.

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

Points Available: 0.25

---

## Ethics

OPERATIONS  
**1.5**

This section reviews opportunities to protect your business against financial mismanagement through proactive efforts including creating protections for whistle-blowers and managing conflicts of interests.

## Financial Controls

Does the company maintain any of the following financial controls?

Please check all that apply.

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

Points Earned: 0.27 of 0.27

---

## Anti-Corruption Practices

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

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

Points Earned: 0.27 of 0.27

---

## Instruction on Code of Ethics

Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption?

Please check all that apply.

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

Points Earned: 0.27 of 0.27

---

## Code of Ethics

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

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

Points Earned: 0.27 of 0.27

---

## Breached Code of Ethics Breachment Policy

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

- Breaches, including case details, are reported publicly
- Reported breaches are investigated promptly via an independent party
- Employees are dismissed or disciplined if found in breach
- Contracts with business partners in breach are terminated
- Company makes improvements to anti-corruption program based on reported cases
- Other (please describe)
- None of the above

- None of the above
- N/A - No Business Code of Conduct

Points Earned: 0.27 of 0.27

## Conflict of Interest Questionnaire

Is there an annual conflict of interest questionnaire filled out by all board members and officers?

Include members of other governing body if not a Board.

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

Points Earned: 0.14 of 0.14

## Transparency

OPERATIONS

2.0

This section reviews opportunities for your business to improve employee relations by providing more employee access to financial information and to improve customer relations by providing more feedback opportunities.

### Audited Financials

Does the company produce financials that are audited annually by an internationally accredited Certified Public Accountant (CPA)?

- Yes
- No

Points Earned: 1.00 of 1.00

### Financial Transparency with Employees

Does the company have a formal process to share financial information with its full-time employees?

Exclude compensation data. Please check all that apply.

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

Points Available: 1.00

### Ownership Transparency with Employees

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

- Yes
- No

Points Earned: 1.00 of 1.00

## Impact Reporting

Does the company publicly share information on its social and/or environmental performance? If so, how?

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

Points Available: 1.00

OPERATIONS

## Governance Metrics

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?

On what date did your last fiscal year end?

Points Available: 0.00

## Reporting Currency

Reporting currency

- Afghani - AFN
- Algerian Dinar - DZD
- Argentine Peso - ARS
- Armenian Dram - AMD
- Aruban Guilder - AWG
- Australian Dollar - AUD
- Azerbaijanian Manat - AZN
- Bahamian Dollar - BSD
- Bahraini Dinar - BHD
- Baht - THB
- Balboa - PAB
- Barbados Dollar - BBD
- Belarussian Ruble - BYR
- Belize Dollar - BZD
- Bermudian Dollar - BMD
- Bolivar Fuerte - VEF
- Boliviano - BOB
- Brazilian Real- BRL
- British Pound - GBP

- Brunei Dollar - BND
- Bulgarian Lev - BGN
- Burundi Franc - BIF
  
- CFA Franc BCEAO - XOF
- CFA Franc BEAC - XAF
- CFP Franc - XPF
- Canadian Dollar - CAD
- Cape Verde Escudo - CVE
- Cayman Islands Dollar - KYD
- Cedi - GHS
- Chilean Peso - CLP
- Colombian Peso - COP
- Comoro Franc - KMF
- Congolese Franc - CDF
- Convertible Marks - BAM
- Costa Rican Colon - CRC
- Croatian Kuna - HRK
- Cuban Peso - CUP
- Czech Koruna - CZK
- Dalasi - GMD
- Danish Krone - DKK
- Denar - MKD
- Djibouti Franc - DJF
- Dobra - STD
- Dominican Peso - DOP
- East Caribbean Dollar - XCD
- Egyptian Pound - EGP
- El Salvador Colon - SVC
- Ethiopian Birr - ETB
- Euro - EUR
- Falkland Islands Pound - FKP
- Fiji Dollar - FJD
- Forint - HUF
- Gibraltar Pound - GIP
- Gourde - HTG
- Guarani - PYG
- Guinea Franc - GNF
- Guyana Dollar - GYD
- Hong Kong Dollar - HKD
- Hryvnia - UAH
- Iceland Krona - ISK
- Indian Rupee - INR
- Iranian Rial - IRR
- Iraqi Dinar - IQD
- Jamaican Dollar - JMD
- US Dollar - USD
- Jordanian Dinar - JOD
- Kenyan Shilling - KES
- Kina - PGK
- Kip - LAK
- Kwanza - KZ

- Kron - EEK
- Kuwaiti Dinar - KWD
- Kwacha - MWK
- Kwanza - AOA
- Kyat - MMK
- Sri Lanka Rupee - LKR
- Lari - GEL
- Latvian Lats - LVL
- Lebanese Pound - LBP
- Lek - ALL
- Lempira - HNL
- Leone - SLL
- Liberian Dollar - LRD
- Libyan Dinar - LYD
- Lilangeni - SZL
- Lithuanian Litas - LTL
- Loti - LSL
- Malagasy Ariary - MGA
- Malaysian Ringgit - MYR
- Manat - TMT
- Mauritius Rupee - MUR
- Metical - MZN
- Mexican Peso - MXN
- Moldovan Leu - MDL
- Moroccan Dirham - MAD
- Mvdol - BOV
- Naira - NGN
- Nakfa - ERN
- Namibia Dollar - NAD
- Nepalese Rupee - NPR
- Netherlands Antillian Guilder - ANG
- New Israeli Sheqel - ILS
- New Leu - RON
- New Taiwan Dollar - TWD
- New Zealand Dollar - NZD
- Turkish Lira - TRY
- UAE Dirham - AED
- Uganda Shilling - UGX
- Uzbekistan Sum - UZS
- Vatu - VUV
- Viet Nam Dong - VND
- Sudanese Pound - SDG
- Pataca - MOP
- Quetzal - GTQ
- Peso Uruguayo - UYU
- Philippine Peso - PHP
- Pula - BWP
- Qatari Rial - QAR
- Norwegian Krone - NOK
- Singapore Dollar - SGD
- Swedish Krona - SEK
- Swiss Franc - CHF

- Swiss Franc - CHF
- Yen - JPY
- Zloty - PLN
- Nicaraguan Cordoba - NIO
- Rufiyaa - MVR
- Rupiah - IDR
- Russian Ruble - RUB
- Rwanda Franc - RWF
- Saint Helena Pound - SHP
- Saudi Riyal - SAR
- Serbian Dinar - RSD
- Seychelles Rupee - SCR
- Solomon Islands Dollar - SBD
- Som - KGS
- Rand - ZAR
- Rial Omani - OMR
- Surinam Dollar - SRD
- Syrian Pound - SYP
- Taka - BDT
- Tala - WST
- Tanzanian Shilling - TZS
- Tenge - KZT
- Trinidad and Tobago Dollar - TTD
- Tugrik - MNT
- Tunisian Dinar - TND
- Riel- KHR
- Ngultrum - BTN
- North Korean Won - KPW
- Nuevo Sol - PEN
- Ouguiya - MRO
- Pa'anga - TOP
- Pakistan Rupee - PKR
- Yemeni Rial - YER
- Won - KRW
- Yuan Renminbi - CNY
- Zambian Kwacha - ZMW
- Zimbabwe Dollar - ZWL
- Somoni - TJS
- Somali Shilling - SOS

Points Available: 0.00

---

## Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

From the fiscal year before last

**Sensitive**

---



## 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.

From the last fiscal year

Sensitive

---

## Earnings Before Interest & Taxes Last Year

EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

From the last fiscal year

Sensitive

---

## Earnings Before Interest & Taxes Year Before Last

EBIT (Earnings Before Interest & Taxes)

From the fiscal year before last

From the fiscal year before last

Sensitive

---

## Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

Sensitive

---

## Net Income Last Year

Net Income

From the last fiscal year

From the last fiscal year

Sensitive

---

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

## Mission Lock

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

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

Points Earned: 10.00 of 10.00

---

## Workers

### Worker Metrics

OPERATIONS  
**0.0**

This section gives you a chance to articulate the qualifications for being considered a worker in the company before answering related questions.

### Majority Hourly vs. Salaried Workers

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

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

- Fixed Salary
- Daily/Hourly Wage

Points Available: 0.00

---

### # of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

Current Total Full-Time Workers

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 12 months ago

Total Full-Time Workers 12 months ago

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 12 months ago

Total Part-Time Workers 12 months ago

We do not track this

Points Available: 0.00

---

## # of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

Current Total Part-Time Workers

We do not track this

Points Available: 0.00

---

## # of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

Current Total Temporary Workers

We do not track this

Points Available: 0.00

---

## # of Temporary Workers Last Year

Number of Total Temporary Workers

Total Temporary Workers 12 months ago

Total Temporary Workers 12 months ago

We do not track this

Points Available: 0.00

---

# Compensation & Wages

OPERATIONS

5.1

This section reviews opportunities to attract more talent and boost employee productivity by offering more comprehensive financial incentives.

## Total Wages

Total Wages (including bonuses)

Total Wages (including bonuses)

Sensitive

---

## Lowest Paid Wage

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

Please exclude students and interns in this calculation.

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

Sensitive

---

## % Above the Living Wage

What % above living wage did your lowest-paid worker (excluding interns) receive during the last fiscal year?

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

Points Available: 1.89

---

## 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: 1.89

---

## Market Compensation Comparison

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

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

Points Available: 1.89

---

## Bonus Plan Characteristics

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

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

Points Earned: 0.47 of 0.94

---

## Employees Receiving a Bonus

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

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

Points Earned: 1.42 of 1.89

---

## Compensation & Wages (Hourly)

OPERATIONS  
**0.0**

This section reviews opportunities to attract more talent and boost employee productivity by offering more comprehensive financial incentives.

### % Above the Minimum Wage

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

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

Points Earned: 0.63 of 0.00

---

## Paying a Living Wage

What % of hourly workers are paid a living wage?

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

- <75%
- 75-89%
- 90-99%
- 100%

100%

N/A

Points Earned: 1.27 of 0.00

## Bonus Plan Characteristics

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

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

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

Points Earned: 1.27 of 0.00

OPERATIONS

## Benefits

8.2

This section reviews opportunities for your business to attract more talent by offering comprehensive benefits to workers.

### Healthcare Plan

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

Select all that apply.

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

Points Earned: 1.14 of 1.90

### Workers Participating in Healthcare Plan

What % of full-time workers are enrolled in a health care plan offered by your company?

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

Points Earned: 0.48 of 0.95

## Healthcare Eligibility for Part Time Workers

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

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

Points Earned: 0.67 of 0.95

---

## Part Time Worker Participation in Healthcare Plan

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

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

Points Earned: 0.48 of 0.95

---

## Employee Retirement Plan

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

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

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

Points Earned: 0.95 of 0.95

---

## Supplementary Health Benefits

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

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

- No additional benefits
- Dental insurance
- Short-term disability
- Long-term disability
- Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)

- Domestic partner, civil union, and/or same-sex marriage spousal benefits
- Life insurance
- Other benefits (please describe)

Points Earned: 1.90 of 1.90

---

## Benefits for Seasonal Workers

Which of the following benefits are offered to seasonal-only workers on your farm?

Select N/A if you are a cooperative.

- No additional benefits
- Dental insurance
- Short-term disability
- Long-term disability
- Health Savings Account (HSA) to which employers and/or employees can make contributions
- Health Reimbursement Account (HRA), an employer-established account funded by the employer only
- Domestic partner benefits
- Life insurance
- Other benefits (please describe)
- N/A

Points Earned: 0.19 of 1.90

---

## Worker Benefits (Hourly)

OPERATIONS

**0.0**

This section reviews opportunities for your business to attract more talent by offering comprehensive benefits to workers.

### Healthcare Eligibility for Hourly Workers

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

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

Points Earned: 0.80 of 0.00

---

### Number of Paid Days Off

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

Calculate on pro rata basis, including holidays.

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

Points Earned: 0.80 of 0.00



---

## Paid Primary Caregiver Leave for Hourly Workers

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

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

Points Earned: 0.80 of 0.00

---

## Financial Services for Employees

Does the company provide any of the following financial products or services that help to meet urgent needs of employees, discourage predatory lending and/or facilitate savings?

Check all that apply.

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

Points Earned: 0.04 of 0.00

---

## Training & Education

OPERATIONS

1.1

This section reviews opportunities for your business to help develop and promote talented employees by filling positions with internal candidates.

## Internal Promotions

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

Exclude material owners in your calculation.

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

Points Earned: 0.15 of 0.22

---

## Intern Hiring Practices

Which of the following is true of intern hiring practices?

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

- There is a formalized policy/program outlining the objectives of internships or internship programs for participants
- Company partners with education institutions to provide internship opportunities
- Interns are paid a living wage

- Interns receive formal performance reviews
- Interns have a formal opportunity to provide feedback on experience
- Interns have been hired on as full time permanent employees in the past two years
  
- Intern tenures are restricted to not exceed 1 year if interns are not currently enrolled in school
- None of the above apply to my intern programs
- N/A - Company does not employ interns

Points Earned: 0.06 of 0.22

---

## Internal Promotions

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

Exclude material owners in your calculation.

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

Points Earned: 0.06 of 0.22

---

## Paid Professional Development Days

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

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

Points Available: 0.22

---

## Management Training

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

Check all that apply.

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

Points Earned: 0.22 of 0.22

---

## Training & Education (Hourly)

OPERATIONS

0.0

---

This section reviews opportunities for your business to help develop your hourly workforce.

## 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 (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers)

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

---

Points Earned: 0.06 of 0.00

## 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 (i.e. literacy, personal financial planning, etc.)

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

---

Points Earned: 0.06 of 0.00

## 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%
- 50%+
- Don't know

---

Points Earned: 0.12 of 0.00

## External Professional Development Participation

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

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

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

## Hours Spent on Training

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

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

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

## Worker Ownership

**0.0**

This section reviews opportunities for your business to engage workers by offering partial ownership of the company.

### % Participation in Employee Ownership

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

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

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

Points Available: 1.75

---

### Employee Ownership

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

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

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

Points Available: 1.75

---

## % of Company Owned by Non-Executive Employees

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

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

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

Points Available: 3.50

OPERATIONS

## Management & Worker Communication

1.2

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook.

### Employee Review Process

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

Check all that apply.

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

Points Earned: 0.70 of 0.70

### Employee Handbook Information

Does your company have a written employee handbook that workers have access to and includes any of the following information?

Check all that apply.

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

## Employee Satisfaction

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

Select N/A if satisfaction or engagement is not formally surveyed.

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

Points Available: 0.70

---

## Employee Metric Transparency

Which of the following employee metrics are regularly collected, monitored and made transparent to all employees?

- Retention and turnover metrics
- Diversity metrics
- None

Points Available: 0.18

---

## Termination Policy

Which of the following is included in your company's termination policy?

Exclude situations requiring immediate dismissal / with cause.

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

Points Available: 0.35

---

## Management & Worker Communication (Hourly)

OPERATIONS

0.0

This section reviews opportunities to improve workers' performance by offering more guidance through one-on-one feedback and a written employee handbook.

## Average Tenure

What is the average tenure of your current workforce?

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

Points Earned: 0.30 of 0.00

---

## Job Flexibility/Corporate Culture

1.4

Questions include supplementary services, career options, promotion policies, and other flexibility practices.

### Health and Wellness Initiatives

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

Check all that apply.

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

Points Earned: 0.50 of 0.50

## Job Flexibility/Corporate Culture (Hourly)

0.0

Questions include supplementary services, career options, promotion policies, and other flexibility practices.

### Flexible Scheduling for Hourly Employees

Which of the following best describes the flexibility of scheduling process for hourly workers?

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

Points Earned: 0.36 of 0.00

### 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

- Job sharing
- None of the above

Points Available: 0.00

## Supplementary Benefits

Which of the following supplementary benefits are offered to employees?

Please check all that apply.

- Onsite childcare
- Offsite subsidized childcare
- Health & wellness program
- Counseling services
- Onsite health facility/doctor/or medical staff can be called or easily accessed
- Policy to support breastfeeding mothers
- Other (please describe)
- None

Points Earned: 0.54 of 0.00

OPERATIONS

## Occupational Health & Safety

1.2

This section reviews opportunities to protect your workers against accidents and injuries.

### Management Commitment to Health and Safety

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

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

Points Earned: 0.24 of 0.24

### Health and Safety Audit Practices

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

- Written procedure for performing safety and health inspections
- Routine safety and health inspections at least quarterly
- Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- Results of the routine inspections are documented
- Inspection reports clearly indicate what needs to be corrected with documented accountability for closure



- N/A - No manufacturing or wholesale facilities
- None of the above

Points Earned: 0.24 of 0.24

---

## Evaluating Health and Safety Practices

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

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

Points Earned: 0.24 of 0.24

---

## Worksite Characteristics

Check all of the worksite characteristics below that apply:

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

Points Earned: 0.24 of 0.24

---

## Tracking Hazards

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

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

Points Earned: 0.24 of 0.24

---

## Worker Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS  
**0.0**

This section of the assessment identifies if a company is designed to deliver a specific, material, positive impact for its workers through providing distributed ownership for all employees.

# Workers Impact Business Model Introduction

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

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

No

Points Available: 0.00

---

## Community

---

### Job Creation

OPERATIONS

**3.8**

This section surveys growth in the company and employment opportunities available for under-employed populations and low-income communities.

### New Jobs Added Year Before Last

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

Prior 12 months:

Prior 12 months:

We do not track this

Points Available: 0.00

---

### 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 12 months:

Last 12 months:

We do not track this

Points Available: 0.00

---

### Job Growth Rate

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

0% (Has not grown on a net basis)

1-5%

6-15%

>15%

Points Earned: 0.63 of 1.88

---

## Departed Employees

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

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

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

Sensitive

---

## Attrition Rate

What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months?

Exclude workers terminated with cause.

Sensitive

---

## Workers from Underemployed Groups

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

Other chronically underemployed populations (e.g. individuals who are formerly incarcerated or homeless)

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

Points Earned: 0.24 of 0.94

---

## Workers from Low-Income Areas

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

Individuals residing in a low income area

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

Points Earned: 0.94 of 0.94

---

## Facilities in Low-Income Communities

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

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

Points Earned: 0.94 of 0.94

## Suppliers in Low-Income Communities

What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations?

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

Points Earned: 0.47 of 0.47

## Rate of Seasonal Workers Re-hiring

What % of temporary and seasonal workers during the last 12 months were previously-employed with the company during prior growing seasons?

Estimates within +/- 5% are acceptable. Please select N/A if you do not have temporary or seasonal workers.

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

Points Earned: 0.56 of 0.94

## Diversity & Inclusion

OPERATIONS

**3.8**

This section is an opportunity to highlight diversity in various areas of your organization, such as the workforce, Board of Directors, and suppliers.

### Female Employees

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

Enter 0 if None.

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

We do not track this

Points Available: 0.00

## Non-accredited Investor Ownership

What % of the company is owned by the following groups?

Individuals that qualify as non-accredited investors

- 0%
- 1-4%
- 5-14%
- 15-24%
- 25%+
- Don't know

Points Available: 0.94

---

## Ownership Diversity

What % of the company is owned by the following groups?

Women and/or individuals from underrepresented populations, including low-income communities

- 0%
- 1-4%
- 5-14%
- 15-24%
- 25%+
- Don't know

Points Available: 0.94

---

## Ownership from Underrepresented Groups

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

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

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

- We do not track this

Points Available: 0.00

---

## Low-income Ownership

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

Low income communities

Low income communities

- We do not track this

Points Available: 0.00

---

## Female Ownership

Optional unweighted metrics: Approximately what % of your company's ownership is held by

individuals from the following groups?

Women

Women

We do not track this

Points Available: 0.00

---

## Board of Directors Diversity

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

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

Points Earned: 0.63 of 0.94

---

## Minority Directors

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

Minority/previously excluded populations

Minority/previously excluded populations

We do not track this

Points Available: 0.00

---

## Directors from Underrepresented Populations

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

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

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

We do not track this

Points Available: 0.00

---

## Female Directors

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

Women

Women

We do not track this

Points Available: 0.00

---

## Directors from Low-income Communities

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

Low income communities

Low income communities

We do not track this

---

Points Available: 0.00

## Management from Underemployed Groups

What % of management are women and/or individuals from underrepresented populations, including low-income communities?

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

---

Points Earned: 0.94 of 0.94

## Managers from Underrepresented Groups

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

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

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

We do not track this

---

Points Available: 0.00

## Female Management (metric)

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

Women

Women

We do not track this

---

Points Available: 0.00

## Managers from Low-Income Areas

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

Low income communities

Low income communities

We do not track this

## Ethnic Diversity Compared to Area

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

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

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

Points Earned: 0.94 of 0.94

---

## Managing Gender Pay Equity for Non-Managers

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

Non-managerial

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

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

Points Earned: 0.47 of 0.47

---

## Managing Gender Pay Equity Managers

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

Managerial

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

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

Points Earned: 0.47 of 0.47

---

## Supplier Ownership Diversity

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

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



## Supplier Diversity Policy

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

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

Points Available: 0.47

---

## Diversity and Inclusion Training

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

Check all that apply.

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

Points Available: 0.94

---

## Civic Engagement & Giving

OPERATIONS

4.1

This portion of the review highlights opportunities to encourage employee volunteerism and to donate cash or products that can accelerate the efforts of local non-profits.

## Corporate Citizenship Program

Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following:

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

Points Earned: 0.95 of 0.95

---

## Volunteer Service Policies

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

- Non-paid time off
- Paid time off

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

Points Earned: 0.48 of 0.95

---

## % of Employees Volunteer Service

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

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

Points Available: 0.95

---

## Tracking Volunteer Service

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

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

Points Available: 0.48

---

## 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.

- We do not track this

Points Available: 0.00

---

## Volunteer Service Per Capita

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

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

- 0%
- 0.1-0.5% of time
- 0.6-1% of time
- 1.1-2% of time
- >2% of time

Don't know / not monitored

Points Available: 0.95

## 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

## % of Revenue Donated

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

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

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

Points Earned: 0.76 of 3.81

## Charitable Organizations Supported

Which organizations does your company support?

Which organizations does your company support?

Points Available: 0.00

## Community Service and Charitable Practices

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

Check all that apply.

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

Points Earned: 0.95 of 0.95

## Policy Advocacy for Social and Environmental Standards

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

your industry in the past two years:

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

Points Earned: 0.95 of 0.95

OPERATIONS

## Local Involvement

4.3

This section explores ways for your business to further engage with the community through local ownership and suppliers.

### 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.

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.

Points Available: 0.00

### Local Purchasing and Hiring Policies

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

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

Points Earned: 1.60 of 1.60

### Spending on Local Suppliers

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

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

Points Earned: 1.07 of 1.60

### Local Ownership

Is the majority (over 50%) of the company's ownership located locally to the majority of the company's workforce?

- Yes
- No
- Don't know

Points Available: 1.60

---

## National Sourcing

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

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

Points Earned: 1.60 of 1.60

---

## Impactful Banking Services

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

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

Points Available: 1.60

---

## Suppliers, Distributors & Product

OPERATIONS

5.4

This portion of the assessment addresses actions to upkeep standards of your company's significant suppliers and products.

## 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/Advertising
- Office Supplies
- Non-profit Organizations

- Benefits Providers
- Technology
- Raw materials
- Farms
- Other

Points Available: 0.00

---

## Social or Environmental Screening of Suppliers

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

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

- Yes
- No

Points Available: 0.00

---

## Supplier Screen Topics

What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:

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

Points Earned: 0.73 of 0.73

---

## Supplier Evaluation Practices

When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply?

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

Points Earned: 0.73 of 0.73

---

## Length of Supplier Relationships

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

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

Points Earned: 0.24 of 0.73

---

## Supplier Code of Conduct

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

This may include policies on Fair Trade.

- Yes  
 No

Points Available: 0.73

---

## Disclosure of Suppliers

What % of Significant Suppliers (on currency basis) are made transparent on the company's website?

- 0%  
 1-49%  
 50-79%  
 80%+  
 Don't know

Points Earned: 0.24 of 0.73

---

## Supplier Quality Assurance Reviews

In the last 12 months, what % of Significant Suppliers (on currency basis) are subjected to regular audits by independent third party auditors against recognized food safety principles?

Select N/A only if you are a farm that does not source from other farms.

- 0-49%  
 50-62%  
 63-75%  
 >75%  
 N/A

Points Available: 0.73

---

## Support for In Need Suppliers

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

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

Points Earned: 0.73 of 0.73

---

## Independent Contractor Practices

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

- Formal routine process for independent contractors to receive post-project/contract performance feedback

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

Points Available: 0.73

---

## Sourcing From Small-Scale Farmers or Coop Members

Do you source from small-scale farmers, or is your company a cooperative?

Answering this question will help to pre-fill questions not applicable to your business.

- Yes
- No

Points Available: 0.00

---

## Support for Supplier Certifications

Have you assisted contract farmers or cooperative members that you source from in getting organic or other internationally-recognized product certification?

Select N/A only if you are a farm that does not source from other farms.

- Yes
- No
- NA

Points Earned: 0.73 of 0.73

---

## Training Community Farmers

During the last 12 months, did your company have a formal education and support program for the contract farmers or cooperative members that you source from?

Select N/A only if you are a farm that does not source from other farms.

- Yes
- No
- NA

Points Earned: 0.73 of 0.73

---

## Length of Farm Contracts

What is the average length of contract your company has with the farms you source from?

Select N/A only if your company does not purchase product from other growers or has no crop purchase this year.

- No forward contracts signed
- Less than 6 months
- 6 to 12 months
- Greater than 12 months
- N/A

Points Earned: 0.73 of 0.73

---



## Crops with Environmental Certification

During the last fiscal year, what % of products or crops grown (on currency basis) had an environmental certification?

Certified crops may include fair trade, Rainforest Alliance, Starbucks C.A.F.E., Utz certification, International Federation of Organic Agriculture Movement certified, USDA Organic, Quality Assurance International - Certified Organic, EU Organic

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

Points Earned: 0.49 of 0.73

## Third Party Traceability and Labeling Standards

Do you comply with third-party traceability and labeling standards to ensure that the origination and supply chain of all products is tracked?

If you have HACCP certification, select Yes.

- Yes
- No
- N/A - No relevant industry traceability standard

Points Available: 0.73

## Community Business Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS

**0.0**

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for their community.

## Community Oriented Business Models

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

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

Points Available: 0.00

## Environment

# Environment Introduction

---

This section allows your company to provide data on its energy use, carbon footprint and waste management.

## Land Under Cultivation

Does your company control any land under cultivation?

This question will help to pre-fill the N/A option for questions not applicable to your business.

- Yes  
 No

Points Available: 0.00

---

## Sourcing Ag Products

Is your company a cooperative or does it source produce from other growers?

This question will help to pre-fill the N/A option for questions not applicable to your business.

- Yes  
 No

Points Available: 0.00

---

## Physical Plant

Does your company engage in some wholesaling activities that involve a physical plant for processing or packaging?

This question will help to pre-fill the N/A option for questions not applicable to your business.

- Yes  
 No

Points Available: 0.00

---

# Land, Office, Plant

The section of the review is an opportunity to feature company efforts in place to preserve the environment through company property management.

## Green Building Standards

What % of the company's facilities satisfy the requirements of an accredited green building program?

Accredited programs include LEED and the Living Building Challenge. Select N/A if your company is not involved in agroprocessing.

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

Points Available: 0.50

---

## Previously Constructed Buildings

## Previously Constructed Buildings

What % of the square footage of all company facilities is located in previously constructed buildings?

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

Points Earned: 0.10 of 0.50

---

## 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?

See Explain This for definition.

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

Points Earned: 0.50 of 0.50

---

## Environmental Management Systems

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

Please check all that apply.

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

Points Earned: 1.00 of 1.00

---

## Facility Improvement with Landlord

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

Select N/A if your company is not involved in agroprocessing and/or does not lease your building.

- Energy efficiency improvements
- Water efficiency improvements
- Waste reduction programs (including recycling)
- None of the above
- N/A - Company not involved in agroprocessing
- N/A - Company does not lease buildings

Points Available: 0.50

## Context-Based Water Management

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

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

- Yes
- No
- Don't Know

Points Earned: 0.50 of 0.50

---

## Sustainable Farm Certification

What % of your farm (by hectares) has received certification for sustainable management of agricultural ecosystems?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

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

Points Earned: 0.50 of 0.50

---

## Soil Management Policies

Does your farm comply with any of the following soil management policies?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- There is a soil management plan
- Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- Farm management maintains records to demonstrate changes in soil quality season-by-season
- Farm records show evidence of soil quality improvement
- Other (describe)
- None
- N/A

Points Earned: 0.50 of 0.50

---

## Context-Based GHG Management

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

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

- Yes
- No
- Don't Know

Points Earned: 0.50 of 0.50

---

## Context-Based Waste Management

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

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

- Yes
- No
- Don't Know

Points Earned: 0.50 of 0.50

---

## Soil Productivity Practices

Which of the following soil productivity/protection practices does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems
- All of the productive area uses restricted tillage systems
- At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crops
- All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crop
- Perennial crops are integrated in farms
- Long term crops or pastures are incorporated into crop rotation
- Other (describe)
- None
- N/A

Points Earned: 0.50 of 0.50

---

## Monitoring Biodiversity

Does your farm monitor any of the following biodiversity issues as they pertain to land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Monitor and record local endangered species
- Monitor and record endangered flora/fauna diversity
- Other (describe)
- None
- N/A

Points Earned: 0.38 of 0.50

---

## Pest Management Practices

Does your farm use any of the following pest management techniques on land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Pest- and disease-resistant varieties
- Field scouting
- Crop rotation
- Canopy humidity management
- Soil and plant tissue sampling to understand pest management
- Insect phenology modeling to understand pest management needs

Insect phenology modeling to understand pest management needs

Other (describe)

None

N/A

Points Earned: 0.50 of 0.50

---

## Water Quality Practices

Are any of these water quality practices followed by the farm for land-under-cultivation to ensure that local water sources and quality are not impacted?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

There is no application of nematicides within 20 meters of any permanent water body

There is no application of agrochemicals within 10 meters of any permanent water body.

There is a riparian buffer zone at least 25 feet in width from any permanent water body

Other (describe)

None

N/A

Points Earned: 1.00 of 1.00

---

OPERATIONS

## Inputs

**12.1**

---

The portion of the assessment is an opportunity to highlight conservation of energy, water, and materials in your company's operations.

## Monitoring and Managing Water Use

Does your company monitor, record and/or report its water usage?

We do not currently monitor and record our usage

We monitor and record usage (no reduction targets)

We monitor and report usage, and have specific reduction targets

We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program

We have met or exceeded those targets in the last FY

Points Earned: 0.53 of 1.06

---

## Monitoring Energy Usage

Does your company monitor, record and/or report its energy usage?

We do not currently monitor and record our usage

We monitor and record usage (no reduction targets)

We monitor and report usage, and have specific reduction targets

We monitor and record, set reduction targets and report progress on targets annually to a voluntary public reporting program

We have met or exceeded those targets in the last FY

Points Earned: 0.53 of 1.06

---

## Total Water Use

Total water use (liters) during the last 12 months

Total water use (liters) during the last 12 months

We do not track this

Points Available: 0.00

---

## 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.

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

Points Earned: 0.85 of 2.13

---

## Low Impact Renewable Energy Use

What % of energy use in your corporate facilities or agroprocessing facilities is produced from renewable sources?

Include electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated renewable energy.

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

Points Earned: 1.28 of 2.13

---

## Increasing Renewable Energy

Has the company increased its % use of renewable energy annually at its corporate facilities or agroprocessing facilities?

- Yes
- No
- Already Maximized (100% renewable)
- N/A

Points Earned: 1.06 of 1.06

---

## Water Conservation Practices

Which of the following water conservation methods have been implemented at the majority of your corporate offices or agroprocessing facilities?

- Low-flow faucets/taps, toilets/urinals, showerheads
- Grey-water usage for irrigation
- Low-volume irrigation
- Harvest rainwater
- Other
- None
- N/A

Points Earned: 1.06 of 1.06

---

## 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

Points Earned: 1.06 of 1.06

---

## % of Environmentally Preferred Input Materials

What is the % of recycled, renewable, or other environmentally-preferred/sustainable materials in the product (including packaging)?

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

Points Earned: 0.43 of 1.06

---

## Pesticide Use

What type of pesticides does your farm apply?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Some application of category 2 or lower pesticides
- Application of category 3 or higher pesticides only
- No use of applied pesticides or other agrochemicals
- Unknown
- N/A

Points Earned: 1.06 of 1.06

---

## Managing Pesticide Use



## Does your farm follow these practices regarding the application of pesticides and herbicides?

If your company is a farmer cooperative, or does not apply any pesticides or other agrochemicals, select N/A.

- Farm monitors toxicity of pesticide and herbicide use and set goals to reduce overall use of high toxicity pesticides
- Farm employs reduced dosage strategies e.g. spot spraying and alternate row spraying (when the target pest does not require complete coverage)
- Application equipment is calibrated more than once per season or uses technology that continuously calibrates
- Farm uses precision application method based on multiple samplings per field (with varying application rates per field or block)
- Other (describe)
- None of the above
- N/A

Points Available: 1.06

---

## Water Conservation Practices

Has your farm implemented any of the following water use conservation practices for land-under-cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Traditional irrigation (i.e. flood irrigation)
- Harvest rainwater
- Gray-water use for irrigation
- Hydroponic or aeroponic growing
- Drip technology
- Low pressure, micro-sprinklers
- Irrigation water use planned based on monitoring and analysis of soil moisture level, weather data and other relevant information
- Other (describe)
- None
- N/A

Points Earned: 2.13 of 2.13

---

## Seed Usage

What type of seed does your company use?

If your company is a cooperative or does not have any land-under-cultivation, select N/A.

- Open-pollinated/hybrid seeds
- Cisgenic seeds/plants
- Regular seeds/plants
- Tissue-culture developed seeds/plants
- Certified organic seeds/plants
- Other
- N/A

Points Earned: 1.06 of 1.06

---

## Suppliers Sustainable Land Management

What % of fertilizer applied to land-under-cultivation is organic?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

0%

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

Points Earned: 1.06 of 1.06

OPERATIONS  
**6.6**

## Outputs

The section of the review is a chance to present information on reductions to emissions of greenhouse gases and waste at your company's facilities.

### Monitoring Greenhouse Gas Emissions

Please select the option that best describes how you monitor and record the following emissions:

Scopes 1 and 2 greenhouse gas (GHG) emissions

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

Points Earned: 0.53 of 0.80

### Monitoring Air Emissions

Please select the option that best describes how you monitor and record the following emissions:

Significant air emissions

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

Points Earned: 0.53 of 0.80

### Monitoring Toxic Wastewater

Please select the option that best describes how you monitor and record the following emissions:

Hazardous and toxic wastewater

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

N/A

Points Earned: 0.27 of 0.80

---

## Monitoring Hazardous Waste

Please select the option that best describes how you monitor and record the following emissions:

Hazardous waste (including universal waste)

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

Points Earned: 0.27 of 0.80

---

## Monitoring and Reporting Non-hazardous Waste

Please select the option that best describes how you monitor and record the following emissions:

Non-hazardous waste

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

Points Earned: 0.80 of 0.80

---

## Intensity Reduction Targets

Does your company set intensity reduction targets for the following inputs and outputs?

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

Points Earned: 0.80 of 0.80

---

## Total Waste Disposed

Waste Disposed (metric tonnes) during the last 12 months

Waste Disposed (metric tonnes) during the last 12 months

- We do not track this

Points Available: 0.00

---

## Total Waste Recvclcd

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

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

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:

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:

We do not track this

Points Available: 0.00

---

## Total Scope 1 GHGs

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

Scope 1:

Scope 1:

We do not track this

Points Available: 0.00

---

## Greenhouse Gas Emissions Reduced

What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company?

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

Points Earned: 0.64 of 1.60

---

## % GHG Emissions Offset

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

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

Points Earned: 0.40 of 0.40

---

## 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
- Already maximized - we have achieved Zero Waste

Points Available: 0.80

---

## Organic Waste Disposal

Which of the following methods is used to dispose of organic waste from crop cultivation?

If your company does not control any land-under-cultivation or if your company is a farmer cooperative, select N/A.

- Burn/Incinerate/Landfill
- Composting waste
- Waste is reused
- Dispose through certified 3rd party methods
- Production of biogas from waste
- Other (describe)
- None
- N/A

Points Earned: 0.80 of 0.80

---

## Irrigation Wastewater

Does your company do the following with wastewater from irrigation?

If your company is a farmer cooperative, select N/A.

- Grey water remediation
- Filter water before re-introduction to water table
- Use of settling ponds to clean water before re-entry to water table
- Other
- None
- N/A

## Hazardous Waste Disposal

Is hazardous waste always disposed of responsibly, in a way that the company can verify?

This includes batteries, paint, electronic equipment, etc.

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

Points Earned: 0.80 of 0.80

## Transportation, Distribution & Suppliers

The section of the review addresses environmental conscious efforts of significant suppliers and distribution methods.

### 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: 0.43 of 0.43

### 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?

Cost of Goods Sold (excluding labor)

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

Points Earned: 0.43 of 0.43

### 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: 0.28 of 0.43

---

## Suppliers Tracking Waste and Recycling

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Generation/recycling/reduction of solid waste

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

Points Earned: 0.05 of 0.21

---

## Suppliers Tracking Water Use

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Water usage

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

Points Earned: 0.16 of 0.21

---

## Suppliers Tracking Energy Use

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Energy usage

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

Points Earned: 0.16 of 0.21

---

## Suppliers Tracking Air and Water Emissions

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Any hazardous or toxic air or water emissions

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

Points Earned: 0.05 of 0.21

---

## Suppliers Tracking Greenhouse Gases

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

GHG Emissions (Scope 1, 2 and/or 3)

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

Points Earned: 0.05 of 0.21

---

## Suppliers Tracking Hazardous Waste

What % of Significant Suppliers track and report the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Generation/recycling/reduction of hazardous waste

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

Points Earned: 0.05 of 0.21

---

## Suppliers Reducing Greenhouse Gases

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.



cooperative or does not purchase product from other growers.

Reduced GHG emissions or use of ozone-depleting substances by at least 10% in the past two years

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

Points Earned: 0.11 of 0.43

---

## Suppliers Reducing Water Use

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

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

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

Points Earned: 0.11 of 0.43

---

## Suppliers Responsibly Disposing Hazardous Waste

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Responsibly disposed of all hazardous waste generated from production

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

Points Earned: 0.16 of 0.21

---

## Suppliers Reducing Waste

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

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

- 0%

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

Points Earned: 0.21 of 0.43

---

## Suppliers Using Renewable Energy

What % of Significant Suppliers have achieved the following? Select N/A if your company is not a cooperative or does not purchase product from other growers.

Used at least 10% renewable energy at their facilities

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

Points Earned: 0.11 of 0.43

---

## Suppliers Sustainable Land Management

What % of the land managed for production by your members or supplier farms follow principles of sustainability certification or identified best management practices?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

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

Points Earned: 0.43 of 0.85

---

## Soil Management Policies

Do a majority of your members or supplier farms comply with any of the following soil management policies?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- There is a soil management plan
- Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity)
- Farm management regularly monitors soil quality and is aware of areas at risk for soil erosion
- Farm management maintains records to demonstrate changes in soil quality season-by-season
- Farm records show evidence of soil quality improvement
- Other (describe)

None

N/A

Points Earned: 0.28 of 0.43

---

## Soil Productivity Practices

Which of the following soil productivity/protection practices does a majority of your members or supplier farms apply?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

At least 25% of the productive area uses no-till, direct-seed or other restricted tillage systems

All of the productive area uses restricted tillage systems

At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crops

All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crops

Perennial crops are integrated in farms

Long term crops or pastures are incorporated into crop rotation

Other (describe)

None

N/A

Points Earned: 0.28 of 0.43

---

## Monitoring Biodiversity

Do a majority of your members or supplier farms monitor any of the following biodiversity issues as they pertain to land-under-cultivation?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

Monitor and record local endangered species

Monitor and record endangered flora/fauna diversity

Other (describe)

None

N/A

Points Available: 0.43

---

## Pest Management Policies

Do a majority of your members or supplier farms use any of the following pest management techniques on land-under-cultivation?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

Use pest- and disease-resistant varieties

Field scouting

Crop rotation

Canopy humidity management

Soil and plant tissue sampling to understand pest management

Insect phenology modeling to understand pest management needs

Other (describe)

None

N/A

Points Earned: 0.43 of 0.43

---

## Water Quality Practices

Are any of these water quality practices followed by a majority of your members or supplier farms to ensure that local water sources and quality are not impacted?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- There is no application of nematicides within 20 meters of any permanent water body
- There is no application of agrochemicals within 10 meters of any permanent water body.
- There is a riparian buffer zone at least 25 feet in width from any permanent water body
- Other (describe)
- None
- N/A

Points Earned: 0.43 of 0.43

---

## Managing Pesticide Use

Do a majority of your members or supplier farms follow these practices regarding the application of pesticides and herbicides?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Majority monitors toxicity of pesticide and herbicide use and set goals to reduce overall use of high toxicity pesticides
- Majority employs reduced dosage strategies e.g. spot spraying and alternate row spraying (when the target pest does not require complete coverage)
- Majority calibrates application equipment more than once per season or uses technology that continuously calibrates
- Majority uses precision application method based on multiple samplings per field (with varying application rates per field or block)
- Other (describe)
- None of the above
- N/A

Points Earned: 0.28 of 0.43

---

## Water Conservation Practices

Have a majority of your members or supplier farms implemented any of the following water use conservation practices for land-under-cultivation?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Traditional irrigation (i.e. flood irrigation)
- Harvest rainwater
- Gray-water use for irrigation
- Hydroponic or aeroponic growing
- Drip technology
- Low pressure, micro-sprinklers
- Irrigation water use planned based on monitoring and analysis of soil moisture level, weather data and other relevant information
- Other (describe)
- None
- N/A

Points Earned: 0.28 of 0.43

---

## Seed Usage

What type of seed do a majority of your members or supplier farms use?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Open-pollinated/hybrid seeds
- Cisgenic seeds/plants
- Regular seeds/plants
- Tissue-culture developed seeds/plants
- Certified organic seeds/plants
- Other
- N/A

Points Earned: 0.21 of 0.43

---

## Organic Fertilizer

What % of fertilizer applied to land cultivated by your members and supplier farms is organic?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

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

Points Earned: 0.21 of 0.43

---

## Organic Waste Disposal

Which of the following types of organic waste disposal methods do a majority of your members or supplier farms use?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Burn/incinerate/landfill
- Composting waste
- Waste is reused
- Dispose through certified 3rd party methods
- Production of biogas from waste
- Other (describe)
- None
- N/A

Points Available: 0.43

---

## Irrigation Wastewater Remediation Practices

Do the majority of your members or supplier farms do the following with water waste from irrigation use?

Select N/A if your company is not a cooperative or does not purchase product from other growers.

- Grey water remediation
- Filter water before re-introduction to water table

- Use of settling ponds to clean water before re-entry to water table
- Other (describe)
- None
  
- N/A

Points Available: 0.43

## Environmental Models Introduction

### - Impact Business Model

IMPACT BUSINESS MODELS  
**0.0**

This section of the assessment identifies specific ways that a company's business model may be designed to deliver a specific, material, positive impact for the environment.

### Environmental Business Model

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

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

Points Available: 0.00

## Designed to Conserve Agriculture Process

### - Impact Business Model

IMPACT BUSINESS MODELS  
**0.0**

Recognizes comprehensive environmental practices that redesign traditional processes to conserve natural resources

### Designed to Conserve Agriculture Practices

Which of the following statements are true about your environmental agriculture practices?

Check all that apply.

- Stated objectives and targets exist to incorporate environmental conservation into land management and growing process
- Crop rotations are used to maximize conservation and on-site recycling of nutrients and minimize soil erosion
- The farm has eliminated use of synthetic pesticides through soil quality and fertility management
- The farm has eliminated use of synthetic pesticides through integrated pest management techniques
- Growing/production processes are designed to minimize water use
- Company has an explicit program and targets to reduce input use and emissions from growing/production process (e.g. zero waste target, closed loop production)
- Company audits Significant Suppliers (including cooperative members and supplier farms) for environmental practices and set targets to improve social and environmental practices in its supply chain

Points Available: 0.00

### Designed to Conserve Agriculture Summary

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

- 4 or fewer out of the 7 statements
- 5 out of 7 statements
- 6 out of 7 statements
- 7 out of 7 statements

Points Available: 30.00

## Environment Products & Services Introduction

### - Impact Business Model

IMPACT BUSINESS MODELS  
0.0

This section of the assessment identifies specific ways that a company's product or service may be designed to deliver a specific, material, positive impact on the environment.

### 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 attribute.

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

Points Available: 0.00

### Environmental Product/Service Certifications

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

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

How would you describe the positive environmental outcome produced for the environment by your product/service? If you have environmental product certifications, please list them here.

Points Available: 0.00

## Toxin Reduction / Remediation

IMPACT BUSINESS MODELS

### - Impact Business Model

7.7

Recognizes products/services that reduce or remediates toxins or pollution

### Toxin / Pollution Reduction Overview

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

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

Points Available: 0.00

### Toxin / Pollution Reduction Description

Which of the following product or service descriptions apply?

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

Points Available: 0.00

## % Toxin Reduction

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

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

We do not track this

Points Available: 0.00

## Revenue from Toxin Reduction / Remediation

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

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

We do not track this

Points Available: 0.00

## Tons of Carbon Offset

If tracked, what was the total or per use number of metric tons of carbon (CO<sub>2</sub>) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO<sub>2</sub> equivalent

Metric tons of GHG/CO<sub>2</sub> equivalent

We do not track this

Points Available: 0.00

## Water Saved

If tracked, what was the total or per use number of metric tons of carbon (CO<sub>2</sub>) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Liters of water saved/off-set

Liters of water saved/off-set

We do not track this

Points Available: 0.00

## kWh Saved

If tracked, what was the total or per use number of metric tons of carbon (CO<sub>2</sub>) off-set or saved by use



of your product or service during the last 12 months? Also, provide any of the following, if tracked:

kWh saved/off-set

kWh saved/off-set

We do not track this

Points Available: 0.00

---

## Waste Diverted

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

Metric tons of waste saved from landfill or incineration

Metric tons of waste saved from landfill or incineration

We do not track this

Points Available: 0.00

---

## Verification of Toxin Reduction

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

Select all that apply.

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

Points Earned: 1.11 of 1.11

---

## Efficacy of Toxin Reduction / Remediation

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

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

Points Earned: 1.11 of 1.11

---

## Negative Impact Management

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

- Yes
- No

## Innovative Toxin Reduction / Remediation

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

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

Fetzer Vineyards was a p

Points Available: 0.00

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## Customers

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### Customer Models Introduction - Impact Business Model

IMPACT BUSINESS MODELS

**0.0**

This section of the assessment identifies specific ways that a company's product may be designed to deliver a specific, material, positive impact for its customers beyond the value normally provided from goods or services.

### Customer Impact Business Model Introduction

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

Yes

No

Points Available: 0.00

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## Disclosure Questionnaire

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### Disclosure Industries

Disclosure questions on specific production and trade.

### Internationally Banned Pesticides/Herbicides

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

Pesticides/herbicides subject to international phase-out or bans

Yes

No

Points Available: 0.00

---

### Disclosure Wildlife Regulated Under CITES

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

following:

Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

Yes

No

Points Available: 0.00

---

## Radioactive Materials

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

Radioactive materials

Yes

No

Points Available: 0.00

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## Commercial Logging

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

Commercial logging and logging equipment

Yes

No

Points Available: 0.00

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## Internationally Banned Pharmaceuticals

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

Pharmaceuticals subject to international phase-outs or bans

Yes

No

Points Available: 0.00

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## Disclosure Tobacco

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

Tobacco

Yes

No

Points Available: 0.00

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## Fossil fuels

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

Fossil fuel-based oil or coal utility

- Yes  
 No

Points Available: 0.00

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## Banned Persistent Organic Pollutants

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

Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production

- Yes  
 No

Points Available: 0.00

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## Genetically Modified Organisms

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

Genetically modified organisms

- Yes  
 No

Points Available: 0.00

---

## 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:

Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements

- Yes  
 No

Points Available: 0.00

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## Unbonded Asbestos Fibers

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

Unbonded asbestos fibers

- Yes  
 No

Points Available: 0.00

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## Company Explanation Of Disclosure Item Flags

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

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

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

Does not apply

Points Available: 0.00

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## Disclosure Practices

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Disclosure questions on sensitive practices.

### Tax Reduction Through Corporate Shells

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

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

Yes

No

Points Available: 0.00

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### Company prohibits freedom of association/collective bargaining

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

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

Yes

No

Points Available: 0.00

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### 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

Yes

No

Points Available: 0.00

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### Overtime For Hourly Workers Is Compulsory

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

Overtime work for hourly workers is compulsory

Yes

No

Points Available: 0.00

---

## Company/Suppliers Employ 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

- Yes  
 No

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

- Yes  
 No

Points Available: 0.00

---

## Conduct Business in Conflict Zones

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

Company exploitatively operates in conflict zones

- 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

- Yes  
 No

Points Available: 0.00

---

## 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 domestic regulations

- Yes  
 No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

If you selected "Yes" on any of the above questions, please provide a detailed explanation of the company's commitment

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

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

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

On occasion employees

Points Available: 0.00

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## Disclosure Outcomes

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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

Yes

No

Points Available: 0.00

---

### Recalls

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

Material recalls due to quality control issues

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

Yes

No

Points Available: 0.00

---

### Company/Suppliers Involved In Large Scale Land Conversion

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 conversion and/or degradation

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:

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

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

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:

Company has had material breaches of individual's confidential information

Yes

No

Points Available: 0.00

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## 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

---

## Company/Suppliers Involved In Large Scale Land Acquisition

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

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:

Material litigation or arbitration against company

Yes

No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

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



here. In March and April 2015,

Points Available: 0.00

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## Disclosure Penalties

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Disclosure questions concerning complaints, fees and sanctions applied to your company.

### 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

Yes

No

Points Available: 0.00

---

### Animal Welfare Penalties Assessed

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:

Animal welfare

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

---

### Penalties Assessed Pertaining To Company Taxes

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:

Taxes

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

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

Yes

No

Points Available: 0.00

---

## International Affairs 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:

Geographic operations 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 (internal and supply chain)

Yes

No

Points Available: 0.00

---

## Penalties Assessed Regarding 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:

Investments or Loans

Yes

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:

Product safety

Yes

No

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 issues

- Yes  
 No

Points Available: 0.00

---

## Penalties Assessed Regarding Company's Employee Safety

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:

Employee safety or workplace conditions

- Yes  
 No

Points Available: 0.00

---

## Penalties Assessed Regarding Company's Marketing

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:

Marketing

- Yes  
 No

Points Available: 0.00

---

## Penalties Assessed Regarding Diversity/Equal Opportunity

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:

Diversity and equal opportunity

- Yes  
 No

Points Available: 0.00

---

## Company Explanation Of Disclosure Item Flags

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

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

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

Points Available: 0.00

---

# Supplier Disclosure

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Disclosure questions concerning the significant suppliers of the company

## Workers Who are Prisoners

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

Significant suppliers use any workers who are prisoners

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Business in Conflict Zones

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

Significant Suppliers exploitatively operate in conflict zones

- True
- False
- Don't Know

Points Available: 0.00

---

## Accidental Hazardous Substances

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

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

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Land Acquisition

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

Construction or operation of Significant Suppliers involved large scale land acquisition

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Construction or Refurbishment of Dams

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

Construction or operation of Significant Suppliers involved the construction or refurbishment of dams

- Yes

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Land Conversion or Degradation

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

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

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Resettlement or Economic Displacement

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

Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Material Fines or Sanctions

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

Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in the goal Disclosure Penalties.

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Operational Fatality

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

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

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Workers Under the Age of 15

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

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

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

- Yes
- No
- Don't Know

Points Available: 0.00

---

## Other Disclosures

### Other Disclosures

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

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

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

Points Available: 0.00

---