

Assessment)

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

GMT

Governance

Corporate Accountability

Mission & Engagement

GV2.1 Does your company have a corporate mission statement, and does it include any of the following? Check all that apply.[Less Weighted]

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

GV2.2 Please type or paste your mission statement here.[Not Weighted]

To systematically pursue the elimination of the environmental impact of personal transport.

GV2.3a Which type of employee training does your company provide regarding its social and environmental mission? Check all that apply:[Equally Weighted]

- ☐ No social or environmental mission
- ☐ No training on the company's social and environmental mission
- ☒ Only informal inclusion in orientation, training and/or instruction
- ☐ Specific, formal training integrated into new employee and new manager training
- ☐ Specific, formal training integrated into ongoing employee and manager training
- ☐ Workers articulate goals and achievements on social and environmental metrics as an individual or part of a workplace team
- ☐ All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results

Answer Details: The intent is to have formal training on the company mission and principles, including our environmental ethos, in induction and regular sessions. However, the company is relatively new, having recently increased from a core team of 4 to 13 and subcontractors.

GV2.4a Does the Board of Directors or other governing body review the company's social and environmental performance on at least an annual basis to determine if you are meeting your social or environmental objectives?[Equally Weighted]

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

Answer Details: In the sense that the entire ethos of the company is founded on environmental principles, the role of the Board is to help ensure that these are followed throughout the company operations.

GV2.6 What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals?[Equally Weighted]

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

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

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

Other: [REDACTED] has a unique governance structure wherein all stakeholders, including the environment, are represented in the ongoing guidance of the company. All stakeholders are frequently called upon for their input and guidance.

- GV2.9 Are there key performance indicators (KPIs) or metrics that your company tracks on at least an annual basis to determine if you are meeting your social or environmental objectives?[Equally Weighted]
- ☒ We don't track key social or environmental performance indicators
 - ☐ We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
 - ☐ We measure social and environmental outcomes over time (examples: 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

Governance

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

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

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

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

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

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

Ethics

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

- ☐ None
- ☐ Segregation of Accounts Receivable and Accounts Payable duties
- ☐ Segregation of check writing and check signing privileges
- ☒ Limited access to accounting software systems to appropriate personnel
- ☒ Limited access to credit/ATM cards to appropriate personnel
- ☐ Inventory management system with routine management or third-party reviews
- ☒ IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data

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

- ☐ Yes ☒ No

Transparency

Transparency

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

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

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

- ☐ No
☐ Yes - the company shares basic revenue/cost numbers if employees ask for them
☐ Yes - the company discloses all financial information (except salary info) at least yearly
☐ Yes - the company discloses all financial information (except salary info) at least quarterly
☒ Yes - the company has an Open Book Management process
☐ Company also has an intentional education program around shared financials

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

- ☒ Yes ☐ No

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

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

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

- ☐ Yes ☒ No

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

- ☒ No
☐ Yes, there is a mechanism for feedback to be sent privately to company
☐ Yes, there is a mechanism where feedback is made transparent to the public

Answer Details: There is no product or service provided to customers at the moment. The company is in a development (R&D) phase.

Governance Metrics

Governance Metrics

- GV1.1 On what date did your last fiscal year (e.g. FY2013) end?[Not Weighted]
9/30/2013
- GV1.2 What currency did you use for financial reporting during the last fiscal year (e.g. FY2012)? Use this currency to report on all currency-related metrics in the assessment.[Not Weighted]
- GV1.3 Total Earned Revenue
- From the last fiscal year (e.g. FY2013)
- From the fiscal year before last (e.g. FY2012)
- GV1.4 EBIT (Earnings Before Interest & Taxes)
- From the last fiscal year (e.g. FY2013)
- From the fiscal year before last (e.g. FY2012)
- GV1.5 Net Income
- From the last fiscal year (e.g. FY2013)
- From the fiscal year before last (e.g. FY2012)

Workers

Worker Metrics

Worker Metrics

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

☐ Yes ☒ No

WR1.2 Number of Total Full-Time Workers

Current Total Full-Time Workers

Total Full-Time Workers 12 months ago

WR1.3 Number of Total Part-Time Workers

Current Total Part-Time Workers

Total Part-Time Workers 12 months ago

WR1.4 Number of Total Temporary Workers

Current Total Temporary Workers

Total Temporary Workers 12 months ago

WR1.7 Total Wages (including bonuses)[Not Weighted]

██████████,000.00 Answer Details: This is total salary cost per month, annualised ██████████.

WR1.8 Select from the list below any compensation structures used to pay employees.[Not Weighted]

☒ Annual Salary

☐ Hourly Salary

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

☐ Tips + Hourly Wage

☐ Commission + Base Salary

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

Compensation, Benefits & Training

Compensation & Wages

WR2.1 What is the company's entry level (lowest) hourly wage? Please exclude students and interns in this calculation.[Not Weighted]

\$14.42 ☒ Not tracked / unknown

WR2.3 What % above living wage did your lowest-paid full-time, part-time, temporary workers and independent contractors (excluding interns) receive during the last fiscal year? If workers are paid at or below living wage, select 0%.[Equally Weighted]

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

WR2.5a What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker?[Equally Weighted]

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

WR2.7a Based on a company referenced compensation study in the past 2 years, how does your company's compensation structure (excluding executive management) compare with the market?[Equally Weighted]

☒ Have not referenced a compensation survey
☐ Below market
☐ At market
☐ Above market

WR2.8 Which of the following are true about the company's bonus plan:[Less Weighted]

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

Answer Details: Currently looking at an EMI, an 'employee management incentive' scheme. This will hopefully be in place by June 2014.

WR2.10 What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year?[Equally Weighted]

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

Compensation & Wages (Hourly)

WR2.2a What % above the local minimum wage did your lowest-paid hourly worker receive during the last fiscal year?[Equally Weighted]

☐ 0% ☐ 1-9% ☐ 10-19% ☐ 20-25% ☐ >25%

WR2.4a What % of hourly workers on a headcount basis are paid above a living wage? Select N/A if there is no living wage data available for country of operations.[Equally Weighted]

☐ <75% ☐ 75-89% ☐ 90-99% ☐ 100% ☐ N/A

WR2.9b In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? Please select 0% if your company did not have bonuses issued.[Equally Weighted]

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

Compensation & Wages (Salaried)

WR2.6a What was the average % increase in wage/salary (per capita) paid to non-executive workers in the last fiscal year?[Equally Weighted]

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

WR2.9a In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? Please select 0% if your company did not have bonuses issued.[Equally Weighted]

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

Worker Benefits

WR3.1a Are health care benefits and pension benefits offered through a national plan to all employees?[Heavily Weighted]

☒ Yes ☐ No

Answer Details: We will provide 'death in service' benefits and a pension plan.

WR3.1b Beyond what is required by law, which of the following benefits are provided to all full-time workers? Check all that apply.[Equally Weighted]

- ☐ Disability coverage/ accident insurance
- ☒ Life insurance
- ☐ Financial services (credit or savings programs)
- ☐ Private dental insurance
- ☐ Private supplemental health insurance
- ☒ Private pension/retirement plans or provident funds
- ☐ Other (describe)
- ☐ None of the above

WR3.2 How many days of paid maternity leave are provided to non-managerial full-time workers? Only include leave that is 100% paid, either by your company or by government programs. Include in your calculation leave that is required by government and any additional leave that is provided by your company. Respond using # of working days. If the company does not have a maternity policy, select None.[Equally Weighted]

☐ None
☐ 1-90 working days
☐ 91-120 working days
☒ >120 working days

WR3.3a Do full-time workers receive at least two weeks of paid paternity leave? If the company does not have a paternity policy, select No.[Equally Weighted]

☐ No
☒ Yes

WR3.4a How many hours per week must a part-time employee work in order to qualify for the above-selected benefits?[Less Weighted]

☐ No benefits beyond what is provided under national law
☐ 30+ hours per week
☐ 25-30 hours per week
☐ 20-24 hours per week
☐ <20 hours per week
☒ N/A - No part-time workers

Worker Benefits (Hourly)

WR3.6b What is the minimum number of paid days off (on pro rata basis, including holidays) provided annually to all hourly workers? Include annual leave that is required by government and any additional leave provided by the company.[Equally Weighted]

☐ <9 days ☐ 9-15 days ☐ 16-25 days ☐ 26-35 days ☐ >35 days

Worker Benefits (Salaried)

WR3.6a What is the minimum number of paid days off (including holidays) provided annually to all full-time workers? Include annual leave that is required by government and any additional leave provided by the company.[Equally Weighted]

☐ 0-20 days ☒ 21-35 days ☐ 36-50 days ☐ >50 days

Training & Education

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

☒ 0% ☐ 1-24% ☐ 25-49% ☐ 50-74% ☐ 75%+

Answer Details: The answer is 0% as we are a startup.

Training & Education (Hourly)

WR4.2b Excluding newly hired workers, what % of workers received the following types of training during the last 12 months?

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

☐ ☐ ☐ ☐ ☐ Skills-based training to advance core job responsibilities

☐ ☐ ☐ ☐ ☐ Skills-based training on cross-job functions (training beyond regular job responsibilities, eg- public speaking training or management training)

☐ ☐ ☐ ☐ ☐ Training on literacy, communications and other life skills

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

☐ 0% ☐ 1-24% ☐ 25-49% ☐ 50%+

WR4.7 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.[Equally Weighted]

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

Training & Education (Salaried)

WR4.2a Excluding newly hired workers, what % of workers received the following types of training during the last 12 months?

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

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

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

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

☒ 0
 ☐ 1-5%
 ☐ 6-15%
 ☐ >15%

Worker Ownership

Worker Ownership

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

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

WR5.2 What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)? Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.[Equally Weighted]

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

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

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

Work Environment

Management & Worker Communication

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

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

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

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

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

- ☐ Retention and turnover metrics
- ☐ Diversity metrics
- ☒ None

WR6.6 Which of the following does your company's termination policy require (except in situations requiring immediate dismissal / with cause)?[Equally Weighted]

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

Management & Worker Communication (Hourly)

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

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

Management & Worker Communication (Salaried)

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

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

Job Flexibility/Corporate Culture (Hourly)

WR7.1 Which of the following best describes the flexibility of scheduling process for hourly workers?[Heavily Weighted]

- ☐ Managers largely decide hours based on the company's needs
- ☐ Worker preference is incorporated into scheduling (e.g. self-scheduling, honoring worker preferences to work certain shifts or certain days)
- ☐ Workers are free to exchange hours with other workers on their own terms
- ☐ Management (or enabling technology) facilitates exchange of hours if the employee is not able to commit to his/her shift
- ☐ Other (please describe)
- ☐ None of the above

WR7.2b Does the company offer, whenever feasible, in writing and in practice for the majority of workers? Please check all that apply and attach relevant written policies.[Less Weighted]

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

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

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

Job Flexibility/Corporate Culture (Salaried)

WR7.2a Does the company offer, whenever feasible, in writing and in practice for the majority of workers? Please check all that apply and attach relevant written policies.[Equally Weighted]

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

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

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

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

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

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

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

Occupational Health & Safety

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

- ☒ Yes ☐ No

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

- ☒ Yes ☐ No

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

- ☐ Yes ☒ No

Community

Community Practices

Job Creation

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

Last 12 months (e.g. Oct 2012 - Sep 2013):

Prior 12 months (e.g. Oct 2011 - Sep 2012):

CM2.2b By what % has your worker base on a headcount basis (full-time equivalents) grown over the last 12 months?[Heavily Weighted]

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

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

1.00

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

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






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

0%	1-9%	10-19%	20-29%	30%+	Don't Know
0%	1%	1%	1%	1%	95%

Individuals residing in a low income area

Other chronically underemployed populations (e.g. at risk youth, formerly incarcerated, homeless, etc.)

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

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

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

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







Diversity

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

3.00

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

0%	1-9%	10-24%	25-49%	50%+	Don't know
0%	1%	1%	1%	1%	95%

      Women and/or individuals from underrepresented populations, including low-income communities

      Nonprofit organization(s)

      Non-accredited investors

- CM3.3 Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?
- Women
- Low income communities
- Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)
- CM3.5 What % of the members of your Board of Directors or other governing body are women or individuals from other underrepresented populations?[Equally Weighted]
- ☒ 0% ☐ 1-9% ☐ 10-24% ☐ 25-49% ☐ 50%+ ☐ Don't know ☐ N/A
- CM3.6 Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
- Women
- Low income communities
- Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)
- CM3.9 Does the % of ethnic minorities employed in your company equal or exceed the % of ethnic minorities in your metro area (based on census or other government demographic data)?[Equally Weighted]
- ☐ Yes
- ☒ No
- ☐ N/A - No ethnic data available in metro area with company operations
- CM3.10 What is the ratio of average compensation of women versus men in managerial and non-managerial roles in the company?
- <0.8 (0 - 0.79) 0.8+ (0.8 - 0.94) 0.95+ Don't know N/A - Only one gender represented
- | | | | | | |
|-----------------------|-----------------------|----------------------------------|----------------------------------|-----------------------|--------------|
| <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Managers |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Non-managers |
- CM3.11 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?[Equally Weighted]
- ☐ 0% ☐ 1-9% ☐ 10-19% ☐ 20-29% ☐ 30%+ ☒ Don't Know
- CM3.12 Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations?[Less Weighted]
- ☐ Yes ☒ No

Civic Engagement & Giving

- CM4.1b Does your company have the following charitable giving practices implemented in practice or written in policy?[Equally Weighted]
- ☐ Statement on the intended social or environmental impact of company's charitable contributions
 - ☐ Cash and in-kind donations (excluding political causes)
 - ☐ Volunteer and pro bono service
 - ☐ Formal donations commitment (e.g. 1% for the planet)
 - ☐ Matching individual workers' charitable donations
 - ☐ Allowing workers and/or customers to select charities to receive company's donations
 - ☐ Other (please describe)
 - ☒ None of the above
- CM4.2a Are full-time employees granted in writing any of the following paid or non-paid time-off hours options for volunteer service?[Equally Weighted]
- ☐ Non-paid time off
 - ☐ Paid time off
 - ☐ 20 hours or more a year of paid time off
 - ☒ Do not offer paid or non-paid time off
- CM4.3 What % of employees took paid time off for volunteer service last year?[Equally Weighted]
- ☒ 0% ☐ 1-24% ☐ 25-49% ☐ 50-75% ☐ >75% ☐ Don't know
- CM4.4 Does your company monitor and record volunteer hours of company workers?[Less Weighted]
- ☒ We do not currently monitor and record our hours contributed
 - ☐ Our company monitors and records hours contributed (no increase targets)
 - ☐ Our company monitors hours contributed and has specific increase targets
 - ☐ Our company monitors hours contributed and has met specific increase targets during the reporting period
- CM4.5 Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year. This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.[Not Weighted]
- 120.00
- CM4.6b What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? Calculate using a 2000-hour work year: Total Hours Donated / (# FTE * 2000 hours)[Equally Weighted]
- ☒ 0%
 - ☐ 0.1-0.5% of time
 - ☐ 0.6-1% of time
 - ☐ 1.1-2% of time
 - ☐ >2% of time
 - ☐ Don't know / not monitored
- CM4.7 Total amount (in currency terms) donated for charitable-giving purposes during the last fiscal year. Report with the currency specified in GV1.2 for this metric.[Not Weighted]
- ☒ Not tracked / unknown

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

- ☒ 0%
- ☐ 1-9% of profits or <1% of sales
- ☐ 10-19% of profits or 1-1.9% of sales
- ☐ 20-49% of profits or 2-4.9% of sales
- ☐ 50%+ of profits or 5%+ of sales
- ☐ Don't know

CM4.9 Which organizations does your company support?[Not Weighted]

[REDACTED] Foundation

CM4.10 Which of the following volunteer and charitable giving practices did your company employ in the last fiscal year?[Equally Weighted]

- ☒ Company contributed the majority of its cash, service and in-kind donations to local markets it sourced from or operates in
- ☐ Company has public facing partnership with a service/charitable organizations
- ☐ Company provided facilities for community events or trainings
- ☐ Company provides or pays for training for workers to serve in external leadership positions (e.g. nonprofit Board of Directors)
- ☐ Other innovative engagement practices (please describe)
- ☐ None of the above

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

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

Local Involvement

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

There is only one office in [REDACTED], [REDACTED]

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

☐ Yes ☒ No ☐ Don't know

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

0% 1-19% 20-39% 40-59% 60%+ Don't know

☒ ☐ ☐ ☐ ☐ ☐ Cost of Goods Sold (excluding labor)

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

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

Answer Details: There are no goods sold at present.

CM5.7 Does the company have the following written local purchasing or hiring policies in place?[Equally Weighted]

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

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

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

Suppliers, Distributors & Product

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

Our significant suppliers (which we are in the process of selecting and developing contracts for) offer [REDACTED]

CM6.2 This question determines the set of supplier-focused questions your company will respond to: Does your company screen and/or evaluate Significant Suppliers for social and environmental impact?[Not Weighted]

☒ Yes ☐ No

- CM6.4 What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:[Equally Weighted]
- ☐ No formal screening process in place
 - ☐ Screened for specific negative practices (e.g. no child labor, no negative environmental impacts)
 - ☒ Screened for positive practices (environmentally-friendly manufacturing process; excellent labor practices, etc)
- CM6.5a When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply?[Equally Weighted]
- ☐ No formal supplier monitoring and evaluation process
 - ☐ Significant Suppliers are evaluated based on company's own criteria
 - ☐ Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
 - ☒ Company visits a majority of Significant Suppliers on-site
- CM6.6a What is the average tenure of your relationships with Significant Suppliers?[Equally Weighted]
- ☒ Less than 12 months
 - ☐ 13-36 months
 - ☐ 37-60 months
 - ☐ 61 months or more
 - ☐ Don't know
- CM6.7a Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance? This may include policies on Fair Trade.[Equally Weighted]
- ☐ Yes ☒ No
- CM6.12a What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits?[Equally Weighted]
- ☒ 0-49% ☐ 50-62% ☐ 63-75% ☐ >75%
- CM6.16a Does the company have any of the following independent contractor communication channels?[Equally Weighted]
- ☐ Formal routine process to provide independent contractors post-project or post-contract performance feedback
 - ☐ Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
 - ☒ None of the above
 - ☐ N/A - No independent contractors used
- CM6.21 What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers with a third party company level certification or approval?[Equally Weighted]
- ☒ 0% ☐ 1-19% ☐ 20-39% ☐ 40-60% ☐ 60%+ ☐ Don't know
- Answer Details: Not purchasing anything at the moment.
- CM6.22a During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)? For service providers, what % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist.[Equally Weighted]
- ☒ 0% ☐ 1-9% ☐ 10-24% ☐ 25-74% ☐ 75-99% ☐ 100% ☐ Don't know ☐ N/A
- CM6.23a Do you use an established methodology (PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc.) to manage quality assurance issues?[Equally Weighted]
- ☐ Yes ☒ No

Environment

Environmental Practices

Land, Office, Plant

- EN2.2a What % of company facilities (by square feet, both owned by company or leased) are LEED certified, satisfy the requirements of the Living Building Challenge, or other accredited green building programs? Select N/A if your company utilizes virtual office.[Equally Weighted]
- ☒ <20% ☐ 20-49% ☐ 50-79% ☐ 80%+ ☐ N/A
- EN2.4 Does the company use an company wide recovery and recycling program that includes the following? Please check all that apply.[Equally Weighted]
- ☒ Paper
☒ Cardboard
☒ Plastic
☒ Glass & metal
☒ Composting
☐ None of the above
- EN2.10 Does your company measure and manage the following environmental inputs and outputs in a context-based manner?[Equally Weighted]
- ☐ Water
☐ Solid waste
☐ Greenhouse gas (GHG)
☒ None of the above
- EN2.11b Has your company integrated the principles of environmental considerations into the design of products and services? (See help text for a more formal definition and examples of Design for the Environment, DFE.)[Equally Weighted]
- ☒ Yes ☐ No
- EN2.12 Which of the following chemical reduction methods have been implemented at the majority of your corporate facilities on a consistent basis?[Equally Weighted]
- ☒ Non-toxic janitorial products
☒ Unbleached / chlorine free paper products
☐ Soy-based inks or other low VOC inks
☒ Organic or sustainable kitchen products
☐ Other (please describe)
☐ None of the above
- EN2.16 What of the following recycled/sustainable input materials products are purchased for the majority of office use?[Equally Weighted]
- ☒ Recycled/sustainable input office supplies (paper, pens, notebooks, etc.)
☒ Reclaimed/reused office furniture
☐ Reusable/compostable catering supplies
☐ Other (please specify)
☐ None of the above
- EN2.17 What % of your company's printed materials use recycled paper content, FSC certified paper, or soy-based inks? Select N/A if your company does not have any printed materials or have achieved a paperless office.[Equally Weighted]
- ☐ 0% ☐ 1-24% ☐ 25-49% ☐ 50-75% ☒ >75% ☐ N/A

- EN2.18 Does your company have a formal program or policy in place to reduce the environmental footprint caused by commuting? Examples include use of public transportation, carpooling, biking, virtual office, telecommuting, etc.[Equally Weighted]
☐ Yes ☒ No
- EN2.19 Has the company implemented written policies that reduce corporate travel, thereby lowering its carbon footprint?[Equally Weighted]
☐ Yes, company has written policy limiting corporate travel
☒ Yes, company uses web/virtual meeting technology or other strategies to reduce in-person meetings
☐ No, company does not have any of the above travel policies or practices
☐ N/A - Company does not engage in any business-related travel
- EN2.22a If you lease your facilities, have you worked with your landlord to implement/maintain any of the following? Select N/A if you do not lease your building.[Equally Weighted]
☒ Energy efficiency improvements
☐ Water efficiency improvements
☒ Waste reduction programs (including recycling)
☐ None of the above
☐ N/A

Inputs

- EN3.1 Does your company monitor, record and/or report its usage of energy and water?
- | We do not currently monitor and record usage | We monitor and record usage (no reduction targets) | We monitor and record usage, and have specific reduction targets | We monitor usage and have met specific reduction targets during the last fiscal year | We do not currently monitor and record our usage |
|--|--|--|--|--|
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Energy: |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Water: |
- EN3.2 Total company energy use (kWh) during the last 12 months[Not Weighted]
☒ Not tracked / unknown
- EN3.3 Total energy used from renewable resources (kWh) during the last 12 months[Not Weighted]
☒ Not tracked / unknown
- EN3.4 Total water use (liters) during the last 12 months[Not Weighted]
☒ Not tracked / unknown
- EN3.5 What % of energy use has been saved due to conservation and efficiency improvements for your corporate facilities? Please refer to electricity use and other energy consumption from heating, hot water, etc.[Heavily Weighted]
☐ 0% ☐ 1-4% ☐ 5-9% ☐ 10-15% ☐ 15-20% ☐ >20% ☒ Don't know
- EN3.6a What % of energy use (including electricity and other energy consumption from heating, hot water, etc.) is produced from renewable sources? Please include both purchased and onsite-generated renewable energy.[Heavily Weighted]
☒ 0% ☐ 1-24% ☐ 25-49% ☐ 50-74% ☐ 75-99% ☐ 100% ☐ Don't know
- EN3.7a Has the company increased its % use of renewable energy annually at its corporate facilities?[Equally Weighted]
☐ Yes ☒ No ☐ Already Maximized (100% renewable)

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

- ☒ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
- ☒ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
- ☒ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc.
- ☐ Other (please specify)
- ☐ None of the above
- ☐ N/A - We utilize virtual office

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

- ☐ Low-flow faucets/taps, toilets/urinals, showerheads
- ☐ Grey-water usage for irrigation
- ☐ Low-volume irrigation
- ☐ Harvest rainwater
- ☐ Other (please describe)
- ☒ None

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

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

EN3.15 What % of your revenues are from the sale of products that have been awarded Cradle To Cradle certification?[Equally Weighted]

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

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

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

Answer Details: too early to answer.

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

- ☐ Yes ☒ No

Outputs

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

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



Scopes 1 and 2 greenhouse gas (GHG) emissions

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

☒ Not tracked / unknown

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

☒ Not tracked / unknown

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

Scope 1:

Scope 2:

Scope 3:

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

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

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

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

EN4.13 Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste?[Equally Weighted]

☐ Yes
☒ No
☐ Already maximized - we have achieved Zero Waste

EN4.17 Is hazardous waste (batteries, paint, electronic equipment, etc.) always disposed of responsibly, in a way that the company can verify?[Equally Weighted]

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

Answer Details: Not producing anything at the moment.

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

☒ Yes ☐ No ☐ N/A

Transportation, Distribution & Suppliers

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

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

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

- ☐ <10%
- ☐ 10%-20%
- ☐ 20-50%
- ☐ >50%
- ☒ N/A - Company does not transport its own products

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

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

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

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

- | | | | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Energy usage |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Water usage |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Any hazardous or toxic air or water emissions |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Generation/recycling/reduction of solid waste |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Generation/recycling/reduction of hazardous waste |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | GHG Emissions |

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

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

Impact Business Models

Impact Models Introduction

Social Enterprise

IBM1.1

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

Yes No

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

IBM1.2 Separate from a mission statement, has your company legally ensured that its social or environmental mission will be maintained over time, regardless of company ownership?[Equally Weighted]

- ☐ Amended corporate governing documents to allow directors to explicitly consider the interests of employees, community and the environment (i.e. B Corps)
- ☐ Creating a specific legal governance structure that will preserve the mission of the company (i.e. cooperative, Benefit Corp, etc.)
- ☒ Other - Please describe
- ☐ None of the above

Other: [REDACTED]'s unique governance structure ensures that the environment is represented through one of our custodians, the environmental custodian. All custodians are featured in the legal structure of the company.

Worker Business Models

Worker Ownership

IBM2.1 Does your company have an employee ownership plan in which 1) your employees (not including executives and founders) own more than 40% of the company and 2) all tenured employees participate?[Not Weighted]

- ☐ Yes ☐ No - skip the rest of the questions in this section

IBM2.2 What % of your total company is owned by employees (excluding executives and founders)?[6x]

- ☐ <40% ☐ 41-49% ☐ 50-59% ☐ 60-69% ☐ 70-79% ☐ 80%+

IBM2.3 Is your company democratically governed or does it have ESOP pass-through voting rights?[Least Weighted]

- ☐ Yes ☐ No

IBM2.4 How many workers (excluding executives and founders) have an ownership interest in the company?[Not Weighted]

IBM2.5 Using most recent valuation of shares, what is the average holding of an employee-owner as compared to average salary (not including executives and founders)?[Not Weighted]

IBM2.6 What % of working owners received a profit share, dividend, or other cash benefits related to their ownership in the last fiscal year?[Not Weighted]

IBM2.7 Provide text explaining how your firm tracks this data to ensure that the desired outcomes of ownership (income and asset increases) are achieved.[Not Weighted]

IBM2.8 Is there something different or innovative about the company's worker ownership structure that changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Consumer Business Model - Products & Services Introduction

Community P&S Introduction

IBM3.1 How do your products serve your customers? (Please select the ONE most impactful way that each product line is solving a social problem for your customers.)

Yes No

- ☐ ☐ Provides basic services to the underserved without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- ☐ ☐ Promotes health or healthy lifestyles (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- ☐ ☐ Promotes education or professional skills development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
- ☐ ☐ Creates economic and/or empowerment opportunities by supporting individuals in improving productivity and other income-generating activities (e.g. financial or insurance services or benefits consulting for the underserved, new mechanisms to connect products to market)
- ☐ ☐ Creates access to capital and capacity building for purpose-driven enterprises (e.g. impact investing, sustainability consulting, nonprofit fundraising services, products that assist in raising capital)
- ☐ ☐ Promotes arts, media and pursuit of knowledge (e.g. independent media, artisanal crafts, photography, information services)

Consumer Business Models - Products & Services

Arts/Media/Information

IBM10.1 Please tell us more about how your product or service promotes the arts, sciences or media.[Not Weighted]

IBM10.2 Which of the following product or service descriptions best fit your company?[Not Weighted]

- ☐ Products/services promote artisanal handicrafts and historic production methods
- ☐ Products/services offer or promote access to general knowledge (e.g. books, generalized information)
- ☐ Products/services offer or promote the arts and media (e.g. creation or curation of museum-quality fine art)
- ☐ Products or services that offer or promote public access to highly specialized information or pursue rigorous scientific inquiry (e.g. scientific journals, specialized science knowledge, research labs)
- ☐ Products/services with a core purpose of independent journalism
- ☐ Products/services with a core purpose of civic engagement and/or civil-society focused media
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM10.3 How many customers/clients/beneficiaries were served through the provision of the above products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count (if reporting number of communities, do not also report the number of individuals in that community).

Individuals

Households

Communities

Businesses/Non-Profits

Governments

IBM10.4 Please provide a brief description of how you track your customer/client/beneficiary figures.[Not Weighted]

IBM10.5 What were your total revenues last fiscal year from the above products or services?[Not Weighted]

IBM10.6 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]

IBM10.7 This is a calculated question based on your answer from IBM10.2: Which of the following product or service descriptions best fit your company? And, question IBM10.5: What % of your revenues last fiscal year were from the above products or services?[6x]

IBM10.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]

IBM10.9 Amount of the product or service sold in the last fiscal year.[Not Weighted]

IBM10.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

IBM10.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this arts, media or knowledge-focused product/service to its client base? Defined outcomes include specific targets that are based on existing literature (e.g. improved quality of life, ancillary benefits for customers/clients, etc.) that can be measured.[Least Weighted]

☐ Yes ☐ No, not at this time

IBM10.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

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

IBM10.13 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

- ☐ Yes ☐ No, not at this time ☐ N/A

IBM10.14 Is there something different or innovative about the company's arts, media or knowledge-focused product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Serving Those In Need

IBM11.1 Are at least 25% of the users/customers/end beneficiaries of your product or service from underserved communities?[Not Weighted]

- ☐ Yes ☐ No - Skip the remaining questions in this section and proceed to the next page

IBM11.2 Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.[Not Weighted]

IBM11.3 Which of the following underserved populations does your business explicitly target? Check all that apply. If you are a business-to-business focused company, think of who the ultimate user of your product or service is.[Not Weighted]

- ☐ Low-income, poor or very poor (including low-income minorities and other underserved populations)
- ☐ Minority, disabled, and other underserved (but not low-income)
- ☐ None of the above - Skip the rest of the questions in this section

IBM11.4 If relevant, select which of the following impoverished communities your company serves:

- | | Urban | Rural | Peri-urban |
|------------|-------|-------|------------|
| Low Income | | | |
| Poor | | | |
| Very poor | | | |

IBM11.5 If relevant, select any of the other underserved groups below that your company serves:[Not Weighted]

IBM11.6 Which of the following statements are true about your in-need customers/ clients?[Not Weighted]

- ☐ Most customers/clients are consistent year-over-year (i.e. repeat customers)
- ☐ Most customers/clients served in a given year are new or unique
- ☐ Don't know - don't sell direct to customers/clients

IBM11.7 How much revenue is generated through sale to above selected beneficiary group(s)?[Not Weighted]

IBM11.8 What % of customers/end beneficiaries of your product or service are from an underserved population identified above?[Not Weighted]

IBM11.9 This is a calculated question based on your answer from IBM11.3: Which of the following underserved populations does your business explicitly target? And, question IBM11.8: What % of customers/end beneficiaries of your product or service are from an underserved population identified above?[Heavily Weighted]

IBM11.10 How many customers/clients served qualify in the above-selected underserved populations during the last 12 months? Do not duplicate individuals and households. Estimates within +/- 5% acceptable

Individuals

Households

Communities

Businesses/Non-Profits

Governments

IBM11.11 Which of the following products/services attributes assist in targeting the above selected underserved communities:[Least Weighted]

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

IBM11.12 Please provide a brief description of how you track your customer/client/beneficiary figures.[Not Weighted]

IBM11.13 Use the field below to describe any innovative technology, distribution or pricing models selected above.[Not Weighted]

IBM11.13 If relevant, how many customers/clients served in the last 12 months qualify as poor or very poor, with incomes below \$2/day? Do not double-count (e.g. if you report 5 households, do not also report the number of individuals in those 5 households). Estimates within +/- 5% acceptable.

Individuals

Households

IBM11.15 What % of customers/beneficiaries qualify as poor or very poor with incomes below \$2.00 per day? Estimates within +/- 5% are acceptable. (See currency converter in help text to get local currency terms)[Equally Weighted]

IBM11.16 How much revenue is generated through sale to clients/customers that live on less than \$2/day?[Not Weighted]

Serving Those In Need (Flow of Capital)

- IBM11.1 Describe the beneficiaries or end-users of your products or services and how you characterize them as underserved.[Not Weighted]
- IBM11.2 Do you serve nonprofits through your business activities? If yes, tell us whether those nonprofits serve a majority of:[Not Weighted]
- ☐ Low income, poor and very poor (including either urban or rural poor, and include low-income previously-excluded, disabled, women)
 - ☐ Minority, previously-excluded, women, disabled, elderly or other underserved (excluding the poor)
 - ☐ None of the above
 - ☐ We do not work with non-profits
- IBM11.3 How much revenue is generated through sale to above selected nonprofits?[Not Weighted]
- IBM11.4 What % of your revenues last fiscal year was generated from services provided to the nonprofits selected above?[Not Weighted]
- IBM11.5 This is a calculated question based on your answer from IBM11.2: Do you serve nonprofits through your business activities? And, question IBM11.4: What % of your revenues last fiscal year was generated from services provided to the nonprofits selected above?[Heavily Weighted]
- IBM11.6 How many above-selected nonprofits clients do you serve?[Not Weighted]

Basic Services

- IBM4.1 Please tell us more about how your product or service creates access to basic services.[Not Weighted]
- IBM4.2 Which of the following product or service descriptions best fit your company?[Not Weighted]
- ☐ Products/services are used to *support* the provision of basic services to the underserved (e.g. software that helps social service agencies serve those in need better)
 - ☐ Products/services provide basic services to the underserved without prior access (e.g. clean water to those in need, low-income housing for disaster hit areas)
 - ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)
- IBM4.3 How many customers/clients/beneficiaries were served through the provision of the above products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count (if reporting number of communities, do not also report the number of individuals in that community).
- Individuals
 - Households
 - Communities
 - Businesses/Non-Profits
 - Governments
- IBM4.4 Please provide a brief description of how you track your customer/client/beneficiary figures.[Not Weighted]

- IBM4.5 What were your total revenues last fiscal year from the above products or services?[Not Weighted]
- IBM4.6 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]
- IBM4.7 This is a calculated question based on your answer from IBM4.2: Which of the following product or service descriptions best fit your company? And, question IBM4.5: What % of your revenues last fiscal year were from the above products or services?[6x]
- IBM4.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]
- IBM4.9 Amount of the product sold in the last fiscal year.[Not Weighted]
- IBM4.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]
- IBM4.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this basic product/service to its client base? Defined outcomes include specific targets that are based on existing literature (improved quality of life, ancillary benefits for customers/clients) that can be measured.[Least Weighted]
- ☐ Yes ☐ No, not at this time
- IBM4.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]
- ☐ N/A
- ☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)
- ☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.
- ☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g.- randomized controlled trial (RCT) or longitudinal study).
- ☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference
- ☐ None of the above
- IBM4.13 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]
- ☐ Yes ☐ No, not at this time ☐ N/A
- IBM4.14 Is there something different or innovative about the company's basic product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Health

- IBM5.1 Tell us more about how your product or service improves health outcomes or promotes healthy living.[Not Weighted]

IBM5.2 Which of the following product or service descriptions best fit your company?[Not Weighted]

- ☐ Products/services that have reduced human health risks as compared to traditional products, but are used for another purpose (e.g. BPA free water bottles, healthy food alternatives, Low-VOC paints)
- ☐ Products/services that assist in the delivery of health care, that are widely adopted as a solution by the market (e.g. prescription eye glasses, contraceptives, sterile hospital equipment)
- ☐ Products/services promote healthy lifestyles (e.g. herbal medicines/remedies, products that are only used for sport/exercise, yoga)
- ☐ Products/services *support* the promotion of health directly to the individual/patient (e.g. drug-tracking technologies, diagnostics, and comprehensive wellness programs)
- ☐ Products/services treat or prevent illness or disability (e.g. life-saving medical equipment and services, health clinics, pre-natal care, vaccinations/internationally-approved medications, hospitals)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM5.3 How many customers/clients/beneficiaries were served through the provision of the above products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count (if reporting number of communities, do not also report the number of individuals in that community).

Individuals

Households

Communities

Businesses/Non-Profits

Governments

IBM5.4 Please provide a brief description of how you track your customer/client/beneficiary figures.[Not Weighted]

IBM5.5 What were your total revenues last fiscal year from the above products or services?[Not Weighted]

IBM5.6 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]

IBM5.7 This is a calculated question based on your answer from IBM5.2: Which of the following product or service descriptions best fit your company? And, question IBM5.5: What % of your revenues last fiscal year were from the above products or services?[6x]

IBM5.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]

IBM5.9 Amount of the product or service sold in the last fiscal year.[Not Weighted]

IBM5.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

IBM5.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this health product/service to its client base? Defined outcomes include specific targets that are based on existing literature (e.g. improved health status, reduced mortality and morbidity, positive behavioral change, improved quality of life) that can be measured.[Least Weighted]

☐ Yes ☐ No, not at this time

IBM5.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

☐ N/A

☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)

☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.

☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g. randomized controlled trial (RCT) or longitudinal study).

☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference

☐ None of the above

IBM5.13 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

☐ Yes ☐ No, not at this time ☐ N/A

IBM5.14 Is there something different or innovative about the company's health product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Education

IBM6.1 Please tell us more about how your product or service promotes education or professional development and advancement.[Not Weighted]

IBM6.2 Which of the following product or service descriptions best fit your company?[Not Weighted]

☐ Products/services *support* education and education/professional development initiatives (e.g. educational toys and creative problem-solving games)

☐ Products/services provide ongoing professional development and advancement of knowledge (e.g. training programs for professionals, leadership training, education software, single skill training program or continuing education courses (i.e. CLE course), service learning, outdoor education, study abroad)

☐ Products/services provide essential education coursework or academic development (e.g. primary or secondary school, university, trade school, accredited comprehensive skills/career training, textbooks, etc)

☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

- IBM6.3 How many customers/clients/beneficiaries were served through the provision of the above products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count (if reporting number of communities, do not also report the number of individuals in that community).
- Individuals
- Households
- Communities
- Businesses/Non-Profits
- Governments
- IBM6.4 If relevant, provide the average length in number of days of your education program. Provide a brief description on how you calculated this.[Not Weighted]
- IBM6.5 Please provide a brief description of how you track your customer/client/beneficiary figures.[Not Weighted]
- IBM6.6 What were your total revenues last fiscal year from the above products or services?[Not Weighted]
- IBM6.7 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]
- IBM6.8 This is a calculated question based on your answer from IBM6.2: Which of the following product or service descriptions best fit your company? And, question IBM6.6: What % of your revenues last fiscal year were from the above products or services?[6x]
- IBM6.9 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]
- IBM6.10 Amount of the product or service sold in the last fiscal year.[Not Weighted]
- IBM6.11 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]
- IBM6.12 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this education product/service to its client base? Defined outcomes include specific targets that are based on existing literature (e.g. higher graduation rates, improved life skills, etc.) that can be measured.[Least Weighted]
- ☐ Yes ☐ No, not at this time

IBM6.13 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

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

IBM6.14 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

- ☐ Yes ☐ No, not at this time ☐ N/A

IBM6.15 Is there something different or innovative about the company's education product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Infrastructure/Market Access

IBM7.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

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

Economic Opportunity/Empowerment

IBM8.1 Tell us more about how your product or service provides or improves economic opportunity and empowerment for individuals and/or communities.[Not Weighted]

IBM8.2 Which of the following product or service descriptions best fit your company?[Not Weighted]

- ☐ Products/services create economic opportunity as a by-product and are designed for another purpose (e.g. worker benefits consulting, affordable quality daycares)
- ☐ Products/services create core economic opportunity (i.e. financial literacy, micro-insurance, urban planning, legal services for underserved, employment firms, volunteering programs)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM8.3 How many customers/clients/beneficiaries were served through the provision of the above products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count (if reporting number of communities, do not also report the number of individuals in that community).

Individuals

Households

Communities

Businesses/Non-Profits

Governments

IBM8.4 Please provide a brief description of how you track your customer/client/beneficiary figures.[Not Weighted]

IBM8.5 What were your total revenues last fiscal year from the above products or services?[Not Weighted]

IBM8.6 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]

IBM8.7 This is a calculated question based on your answer from IBM8.2: Which of the following product or service descriptions best fit your company? And, question IBM8.5: What % of your revenues last fiscal year were from the above products or services?[6x]

IBM8.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]

IBM8.9 Amount of the product or service sold in the last fiscal year.[Not Weighted]

IBM8.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

IBM8.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature (e.g. changes in household income, improved quality of life, ancillary benefits for customers/clients, etc.) that can be measured?[Least Weighted]

☐ Yes ☐ No, not at this time

IBM8.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

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

IBM8.13 If measured, did the results show that the desired outcome is occurring?[Least Weighted]

- ☐ Yes ☐ No, not at this time ☐ N/A

IBM8.14 Is there something different or innovative about the company's products/services that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Flow of Capital and Capacity Building

IBM9.1 Please tell us more about how your product or service increases the flow of capital to purpose driven enterprises.[Not Weighted]

IBM9.2 Which of the following product or service descriptions best fit your company?[Not Weighted]

- ☐ Products/services support the operations of purpose driven enterprises so that they can achieve their mission in a more efficient manner (e.g. technology services for a social service agency, marketing services for local food bank)
- ☐ Products/services directly improve the social or environmental impact of businesses or organizations (e.g. consulting services that improve the outcomes of a social service agency, sustainability consulting)
- ☐ Products/services primarily designed to raise capital for purpose-driven enterprises (e.g. fundraising campaigns for a social service agency)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM9.3 How many customers/clients/beneficiaries were served through the provision of the above products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count (if reporting number of communities, do not also report the number of individuals in that community).

Individuals

Households

Communities

Businesses/Non-Profits

Governments

IBM9.4 Please provide a brief description of how you track your customer/client/beneficiary figures.[Not Weighted]

- IBM9.5 What were your total revenues last fiscal year from the above products or services?[Not Weighted]
- IBM9.6 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]
- IBM9.7 This is a calculated question based on your answer from IBM9.2: Which of the following product or service descriptions best fit your company? And, question IBM9.5: What % of your revenues last fiscal year were from the above products or services?[6x]
- IBM9.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]
- IBM9.9 Amount of the product or service sold in the last fiscal year.[Not Weighted]
- IBM9.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]
- IBM9.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature (e.g. improved fundraising track records, ancillary benefits for customers/clients, etc.) that can be measured.[Least Weighted]
- ☐ Yes ☐ No, not at this time
- IBM9.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]
- ☐ N/A
- ☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)
- ☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.
- ☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g. randomized controlled trial (RCT) or longitudinal study).
- ☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference
- ☐ None of the above
- IBM9.13 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]
- ☐ Yes ☐ No, not at this time ☐ N/A
- IBM9.14 Is there something different or innovative about the company's product/service that support flow of capital that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Community Business Models - Practices

Workforce Development

- IBM12.1 What is the main barrier to employment that your company targets through its hiring practices? Check all that apply.[Not Weighted]

IBM12.2 Which job type describes a majority of the workers at your company from chronically underemployed communities? Select only one.[Not Weighted]

- ☐ Full-time and part-time
- ☐ Temporary

IBM12.3 Which of the following does your company provide to all chronically-underemployed workers? Check all that apply.[Not Weighted]

- ☐ Payment of a living wage (see definition)
- ☐ Basic training in order to complete the required job functions
- ☐ If full and part-time workers were selected for IBM12.2, the company's standard benefits apply to all chronically-underemployed workers
- ☐ If temporary workers were selected for IBM12.2, the company hires a majority of these temporary workers on an on-going basis to ensure semi-stable job status and income. (i.e. rehiring seasonal workers annually, rehiring same day/contract workers, helping workers obtain employment elsewhere)

IBM12.4 Did you select three or more options for question IBM12.3 (above)?[Not Weighted]

- ☐ No, I did not select three options above. (If No, skip the remaining questions in this section)
- ☐ Yes - I selected three answer options from the question above (IBM12.3) with regard to my FT and PT workers
- ☐ Yes - I selected three answer options from the above question (IBM12.3) with regard to my Temporary workers

IBM12.5 How many individual workers from chronically-underemployed communities were employed by the company during the last 12 months?[Not Weighted]

IBM12.6 If tracked, provide a detailed breakdown of the number of chronically underemployed individuals employed based on the primary factor that classified them as "chronically underemployed" during the last 12 months. Do not double count individuals.

Physical or mental disability

Chronically discriminated against based on gender, race, color, disability, political opinion, sexual orientation, age, religion, social or ethnic origin

Homelessness

Incarceration or Criminal History

Drug or alcohol dependency

Violence--including political, gang, or domestic

Low-income, poor or very poor

Immigrants, displaced persons or refugees

Other

IBM12.7 What % of your total workforce (including full-time, part-time, temporary) are from chronically-underemployed communities?[Not Weighted]

IBM12.8 This is a calculated question based on your answer from IBM12.3: Which of the following does your company provide to all chronically-underemployed workers? And, question IBM12.6: What % of your total workforce (including full-time, part-time, temporary) are from chronically-underemployed communities?[Most Heavily Weighted]

- IBM12.9 Does your company have an intentional training program to improve career opportunities for chronically underemployed workers, leading either to permanent employment with your company or placement with other businesses?[Not Weighted]
- ☐ No - If No, skip the remaining questions in this section
 - ☐ Yes - An on-going in-house skills-based training program
 - ☐ Yes - Training/support services provided through a partnering organization
- IBM12.10 Which of the following applies to your workforce development program in the last 12 months? Check all that apply:[Not Weighted]
- ☐ Beyond what is needed for their current job, we have provided all trainees with additional technical/professional training in the last year (e.g. Management skills, technical skills related to the trade but not essential to the job)
 - ☐ Beyond what is needed for their current job, we have provided all trainees with a formal program to teach life skills or "soft" skills (e.g. financial literacy, conflict management, etc.)
 - ☐ Formal guidance delivered (not just offered) on job searching / interviewing provided to trainees
 - ☐ A personal coach or mentor (either another employee or dedicated social worker) actively assists each trainee
 - ☐ An Open Hiring Program (see definition/example in Need Help) that is explicitly designed to hire workers regardless of their barriers to employment
 - ☐ Dedicated staff member(s) exclusively focused on coordinating onboarding, mentorship and professional development
 - ☐ Onsite training facility established with professional certification and accredited program offerings
- IBM12.11 What % of your permanent employees are from chronically underemployed populations and participate in the above workforce development program?[Not Weighted]
- IBM12.12 This is a calculated question based on your answer from IBM2.9: Which of the following applies to your workforce development program? And, question IBM2.10: What % of your permanent employees are from chronically underemployed populations and participate in the above workforce development program?[Most Heavily Weighted]
- IBM12.13 How many individual workers from chronically-underemployed communities participated in workforce development programs by the company during the last 12 months?[Not Weighted]
- IBM12.14 During the last 12 months, on average how many total hours of training were provided to individuals that participated in the workforce development program?[Not Weighted]
- IBM12.15 During the last 12 months, what % of chronically-underemployed workers that went through your company's workforce development program "graduated", and have moved on to other gainful employment?[Not Weighted]
- IBM12.16 Do you track workers that have completed your workforce development program to gauge their "success" post-program/intervention?[Least Weighted]
- ☐ No
 - ☐ Yes - for less than 12 months
 - ☐ Yes - for 1-2 years
 - ☐ Yes - for 3-5 years
 - ☐ Yes - for more than 5 years
- IBM12.17 What % of workers are gainfully employed in full-time permanent positions 3 years after completing the program? This includes employment within and outside of your company.[Not Weighted]

IBM12.18 Is there something different or innovative about the company's workforce development or job creation model that has changed the industry? Is this something replicable, unique at the time that it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

Supply Chain

IBM13.1 Does your company's supply chain-focused model support income generation through:[Not Weighted]

- ☐ Ensuring fair wages are paid to suppliers in low-income, poor or very poor markets (If Yes, complete IBM13.2 - IBM13.12)
- ☐ Investing and sourcing from small-scale suppliers (fewer than 50 employees) (If Yes, complete IBM13.13 - IBM13.21)
- ☐ Neither - If neither, skip to the next section of questions

IBM13.2 Fair Wages: Which of the following statements best reflects how you ensure that fair wages are paid to suppliers in low-income, poor or very poor markets: (Check only one)[Not Weighted]

- ☐ Suppliers have been verified/reviewed by your company for fair wages and labor practices in the past 2 years, or company is a member of a fair trade organization and commits to adhering to a 3rd party standard around fair trade and labor practices
- ☐ Suppliers have had a third-party on-site verification of fair wages and labor practices in the past 2 years
- ☐ Suppliers have a current third-party certification that ensures fair wage standards are met
- ☐ None of the above (skip to IBM13.13 or skip the remaining questions in this section)

IBM13.3 What % of your cost of materials is from products that have the potential to be fair-trade or fair-wage certified?[Not Weighted]

IBM13.4 What % of those materials are certified fair-trade or fair-wage?[Not Weighted]

IBM13.5 This is a calculated question based on your answer from IBM13.2: Which of the following statements best reflects how you ensure that fair wages are paid to suppliers in low-income, poor or very poor markets? And, question IBM13.4: What % of those materials are certified fair-trade or fair-wage?[Most Heavily Weighted]

IBM13.6 What is the total cost of materials sourced through channels that are certified or verified to pay fair wages?[Not Weighted]

IBM13.7 Does your company primarily source directly from individual suppliers or groups of individuals, i.e. cooperatives?[Not Weighted]

- ☐ Yes ☐ No

IBM13.8 What is the number of fair-wage verified suppliers that sold to the company during the last 12 months? Report individuals and/or businesses; do not double-count (i.e. - don't count individuals that work for reported businesses).

Supplier Individuals

Businesses

IBM13.9 Do you track the premium paid to suppliers?[Least Weighted]

- ☐ Yes ☐ No

IBM13.10 If yes, what is the average premium paid to suppliers in the last year (either on product or wage)?[Not Weighted]

IBM13.11 Describe in the text box the methodology your company uses to calculate producer price premium.[Not Weighted]

IBM13.12 Is there something different or innovative about the company's approach to fair-trade sourcing that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

IBM13.13 Small-scale Suppliers: Which of the following statements are true about your supply chain? Check all that apply.[Not Weighted]

- ☐ Work with suppliers to evaluate how their product or production process can be improved/strengthened to provide a better product
- ☐ Training or technical assistance is provided to a majority of suppliers (suppliers that have fewer than 50 employees)
- ☐ Input materials come from a relationship where the contract price was partially or fully paid in advance to significant suppliers (including loans through a partner organization)
- ☐ Input materials come from a relationship where contracts are signed and executed for the next year with significant suppliers.
- ☐ Company's suppliers are fair-trade certified
- ☐ None - If selected, skip the remaining questions in this section

IBM13.15 What % of your total cost of materials (excluding labor) are sourced through small-scale suppliers (i.e. suppliers or cooperatives with supplier members that have fewer than 50 employees)?[Not Weighted]

IBM13.16 This is a calculated question based on your answer from IBM13.13: Which of the following are true about your supply chain? And, question IBM13.15: What % of your total cost of materials (excluding labor) are sourced through small-scale suppliers (i.e. suppliers or cooperatives with supplier members that have fewer than 50 employees)?[Most Heavily Weighted]

IBM13.17 How many small-scale suppliers were supported/sourced by the company during the last 12 months? Report individuals and/or businesses; do not double-count (ie - don't count individuals that work for reported businesses).

Supplier Individuals

Businesses

IBM13.18 Are any of the following statements true?[Least Weighted]

- ☐ Our company tracks the number of jobs that have been created through the small-scale suppliers we work with
- ☐ Training or technical assistance provided by our company has resulted in a quantifiable increase in productivity/efficiency of small-scale suppliers (must be demonstrable)
- ☐ Our company has supported a majority of our suppliers to obtain fair-trade (or similar) certification
- ☐ None of the above

IBM13.19 Does your company track the impact of your work with small-scale suppliers on the lives of suppliers' employees?[Least Weighted]

☐ Yes ☐ No

IBM13.20 If yes, please explain how.[Not Weighted]

IBM13.21 Is there something different or innovative about the company's approach to sourcing from small-scale suppliers that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

Microfranchise/Microdistribution Introduction

IBM14.1 Does your company use a microfranchise (sales through the creation of branded, owner-operated micro-businesses (fewer than 10 employees) to sell product or microdistribution (sales through a distribution network of independent sales representatives/agents) model? Check only one. Based on your response to this question, complete either the Microfranchise section (IBM15) or the Microdistribution section (IBM16).[Not Weighted]

- ☐ Microfranchise - My company uses a microfranchise model to distribute its products/services (If Yes, complete IBM15.1 - IBM15.9 below)
- ☐ Microdistribution - My company uses a microdistribution model to distribute its products/services (If Yes, complete IBM16.1 - IBM16.8 below)

Microfranchise

IBM15.1 Does your microfranchise model include the following:[Not Weighted]

- ☐ On-going product and operations training provided for all franchisees
- ☐ Training goes beyond basic operational/financial skills needed to operate the franchise
- ☐ At least 50% of franchisees are located in rural or urban poor areas
- ☐ Cost-sharing or inventory structure of branded product offerings
- ☐ Franchisees are micro- or small-businesses (fewer than 50 employees)
- ☐ Franchisees are low income, poor or very poor
- ☐ The franchisee must have at least 50% ownership stake in their business

IBM15.2 Did you select at least 5 of the 7 above statements?[Not Weighted]

- ☐ No (less than 5 statements selected) - Skip the remaining questions in this section
- ☐ Yes, 5 or more statements selected (If Yes, complete IBM15.3 - IBM15.9)

IBM15.3 How much (in currency terms) is generated from sales through microfranchises?[Not Weighted]

IBM15.4 What % of total business is generated through microfranchising?[6x]

- ☐ 0% ☐ 1 - 15% ☐ 16 - 30% ☐ 31- 50% ☐ 51% +

IBM15.5 How many micro-franchisees were in your company's distribution network during the last 12 months? If possible, provide one figure at the "business" micro franchise level. Do not double-count (i.e. - if you report 3 businesses, do not also report the number of individuals that are employed by those businesses).

Micro-entrepreneur Individuals

Microenterprise

IBM15.6 Are pricing / financial agreements intended to lift microfranchises out of poverty through any of the following approaches:[Not Weighted]

- ☐ Cost-sharing for start-up expenses or inventory
- ☐ Royalties/pricing for all products for all microfranchises <4% of sales or <15% of franchisee margin (use the higher of two numbers)
- ☐ Royalties/pricing for all products for all microfranchises <6% of sales or <30% of franchisee margin (use the higher of two numbers)
- ☐ None

IBM15.7 Is there something different or innovative about the company's approach to micro-franchises that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

IBM15.8 Do you track how income levels change over time for microfranchisees?[Least Weighted]

- ☐ Yes ☐ No

IBM15.9 If yes, by what % did household or personal income rise during the last year for franchisees?[Not Weighted]

Microdistribution

IBM16.1 Does your microdistribution model include the following:[Not Weighted]

- ☐ Microdistributors are small and independently-owned businesses (fewer than 50 workers) or smaller (including sole proprietors)
- ☐ Microdistributors are low income, poor or very poor
- ☐ Income from distribution of your company's product or service comprises at least half (50%) of microdistributors' total business income
- ☐ Microdistributors receive training in order to effectively sell product/service
- ☐ None of the above

IBM16.2 Did you select 3 of the 4 statements above?[Not Weighted]

- ☐ No (less than 3 statements selected) - If no, skip the remaining questions in this section.
- ☐ Yes, 3 or more statements selected (If Yes, complete IBM16.3 - IBM16.8)

IBM16.3 What amount of total revenues is generated from sales through microdistributors?[Not Weighted]

IBM16.4 What % of total business is generated through microdistribution?[6x]

IBM16.5 How many micro-distributors were in your company's distribution network during the last 12 months? If possible, provide one figure at the "individual" micro distributor. Do not double-count (i.e. - if you report 3 businesses, do not also report the number of individuals that are employed by those businesses).

Micro-entrepreneur Individuals

Microenterprise

IBM16.6 Do you track how income levels change over time for the microdistributors in your network?[Least Weighted]

- ☐ Yes ☐ No

IBM16.7 If yes, by what % did household or personal income rise during the last year for the average microdistributor[Not Weighted]

IBM16.8 Is there something different or innovative about the company's approach to micro-distribution that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

Producer Cooperative

IBM17.1 Is your company a producer cooperative where owners are small (<50 workers) supplier members who organize production? (e.g. an agriculture or artisanal cooperative)[Not Weighted]

☐ Yes ☐ No

IBM17.2 If yes, what % of cooperative members are from low income, poor and very poor populations?[Heavily Weighted]

- ☐ <39%
☐ 40-49%
☐ 50-59%
☐ 60-69%
☐ 70-79%
☐ 80%+

IBM17.3 Are any of the following provided to members of the cooperative?[Least Weighted]

- ☐ Specialized training to boost productivity (at least 1x per year)
☐ Benefits for cooperative members such as health insurance, retirement/401k plans
☐ Additional training that focuses on life skills - financial literacy, professional development
☐ Specialized training related to social and environmental impact
☐ None

IBM17.4 What is the amount of total cost of materials purchased from co-op members in the last fiscal year?[Not Weighted]

IBM17.5 What % of cost of materials was purchased from small (<50 workers) co-op members in the last fiscal year?[Heavily Weighted]

☐ <39% ☐ 40-49% ☐ 50-59% ☐ 60-69% ☐ 70-79% ☐ 80%+

IBM17.6 How many cooperative members currently have an ownership interest in the company?[Not Weighted]

IBM17.7 Do you track change in household income or price premiums paid to cooperative members?[Least Weighted]

☐ Yes ☐ No

IBM17.8 If yes, what is the compound annual year over year increase in household or price premiums paid to cooperative members?[Not Weighted]

IBM17.9 Is there something different or innovative about the company's approach to being a producer cooperative that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

Charitable Giving

IBM18.1 Are any of the following statements true? 1. More than 20% of the company is owned by a non-profit. 2. The company has a formal written commitment to annually give greater than 20% of its profits to charitable partners (including pro bono or in-kind donations) or it has a requirement to give at least 2% of revenues to charitable partners, and/or has an associated non-profit/foundation.[Not Weighted]

☐ Yes
☐ No - Skip the remaining questions in this section

IBM18.2 How much was donated during the last fiscal year? Please respond with the currency selected in GV1.2.[Not Weighted]

IBM18.3a If yes, what % of the company is owned by a non-profit, or what % of profits or revenues did the company donate to charity (including in-kind donations or pro bono time) last fiscal year? Please select the lesser of % of profits or % of sales that the company donated last fiscal year in each answer.[6x]

- ☐ 0-19% profits/ownership or 1-1.9% sales
- ☐ 20-29% profits/ownership or 2-2.9% sales
- ☐ 30-39% profits/ownership or 3-3.9% sales
- ☐ 40-49% profits/ownership or 4-4.9% sales
- ☐ 50%+ profits/ownership or 5%+ sales
- ☐ My company established a non-profit/foundation that is associated with the business through on-going activities to which we are mandated to provide a majority of funding and we donate at least 10% of profits (or 2% of sales) annually.

IBM18.4 Does your company do any of the following?[Less Weighted]

- ☐ Play a leadership role with recipient charitable organizations (e.g. board or advisory board participation)
- ☐ Use a 3rd party screen to ensure that recipient organizations are values aligned
- ☐ Use a 3rd party screen to ensure that recipient organizations are efficiently allocating resources (i.e. Guidestar, Charity Navigator)
- ☐ None of the above

IBM18.5 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

IBM18.6 Has your company defined the outcomes (separate from the outputs) it seeks through your donations? Defined outcomes include specific targets that are based on existing literature (improved quality of life, ancillary benefits for customers/clients) that can be measured.[Least Weighted]

- ☐ Yes ☐ No, not at this time

IBM18.7 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

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

IBM18.8 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

- ☐ Yes ☐ No, not at this time ☐ N/A

IBM18.9 Is there something different or innovative about the company's approach to charitable-giving that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

Local

IBM19.1 Is your company a community based business, focused on serving your local economy?[Not Weighted]

- ☐ Yes ☐ No

IBM19.2 If yes, please indicate which of the following statements below are true.[Not Weighted]

- ☐ More than 75% of the company's ownership is located locally (within 200mi / 322km) to at least 2/3 of the workforce
- ☐ Company's headquarters or main production facility is located locally to where 75% of end product is used
- ☐ More than 75% of the company's significant suppliers are independent companies located locally to the company's headquarters or main production facilities
- ☐ More than 50% of the company's significant suppliers are independent companies located locally to where the end product is used
- ☐ More than 50% of company's raw materials (in dollar value) are grown or harvested within 200mi / 322km of where end product is used
- ☐ The company banks with a local and independent institution or a local institution that has at least 50% of their loans/deposits coming from or to local sources (within 3 states if in The U.S. and within 300km if in another country)
- ☐ The company contributes 5% of profits or more to local charities

IBM19.3 How many of the above statements in the above question are true about your business?[6x]

- ☐ 3 or fewer of the 7 statements above
- ☐ 4 of the 7 statements above
- ☐ 5 of the 7 statements above
- ☐ 6 of the 7 statements above
- ☐ 7 of the 7 statements above

IBM19.4 During the last fiscal year, how much did your company source (in currency terms) from local, independent suppliers?[Not Weighted]

IBM19.5 During the last fiscal year, how much in revenues was generated through sales to local consumers?[Not Weighted]

IBM19.6 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

IBM19.7 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to your client base? Defined outcomes include specific targets that are based on existing literature (e.g. improved quality of life, ancillary benefits for customers/clients, etc.) that can be measured.[Least Weighted]

- ☐ Yes ☐ No, not at this time

IBM19.8 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

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

IBM19.9 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

- ☐ Yes ☐ No ☐ No, not at this time

IBM19.10 Is there something different or innovative about the company's approach to local economic development that has changed the industry? Is this something replicable, unique at the time it was created, and that has been emulated by other organizations? Please explain.[Not Weighted]

Environmental Business Models - Practices

Wholesale: Environment

IBM27w.2 Which of the following statements are true about your environmental wholesale practices? Check all that apply.[Not Weighted]

IBM27w.3 How many of the above statements were true about your business?[Equally Weighted]

- ☒ 0-3 of 10 statements above
- ☐ 4 of 10 questions
- ☐ 5 of 10 questions
- ☐ 6 of 10 questions
- ☐ 7 of 10 questions
- ☐ 8 or more of 10 questions

IBM27w.4 If tracked, what were the number of metric tons of carbon (CO2) off-set by your environmental practices?[Not Weighted]

☒ Not tracked / unknown

IBM27w.5 What were your total revenues last year from products grown using the above selected environmental practices?[Not Weighted]

\$0.00 Answer Details: No product sales.

Environmental Business Model - Products & Services Introduction

Environment P&S Introduction

IBM20.1 In what way or ways does your product/service conserve the environment? Please select ONE option per product line. You may select an additional option if your product line has two separate environmental attribute.

Yes No

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

IBM20.2 Does your product or service have any third-party certifications? If so, please list certifications. To meet the definition of a qualified third-party certification, the certification must be independently verified, be standards-based, and have those standards be transparent.[Not Weighted]

No

Environmental Business Models - Products & Services

Renewable or Cleaner-burning Energy

IBM21.1 Tell us more about how your product or service provides or is powered by renewable energy or cleaner-burning energy than market alternatives.[Not Weighted]

_____ is building a sustainable _____.

IBM21.2 Which of the following product or service descriptions apply?[Not Weighted]

- ☐ Product/service is self-powered by fossil fuel-based energy that is cleaner-burning than market alternatives (e.g. LPG-powered car; natural gas burning heater)
- ☐ Product/service is self-powered by non-fossil fuel renewable energy (e.g. solar-powered lantern)
- ☐ Product/service provides or contributes to the provision of fossil fuel-based energy that is cleaner-burning than market alternatives (e.g. LPG distribution)
- ☒ Product/service provides or contributes to the provision of non-fossil fuel renewable energy (e.g. solar panel installation or manufacturing; wind turbine manufacturing)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM21.3 Which of the following renewable energy types are provided by product/service?[Not Weighted]

- ☐ Solar
- ☐ Wind
- ☐ Biodiesel/biomass (please specify type)
- ☐ Small-scale hydro
- ☒ Other

Other: hydrogen derived currently from 'brown' sources

IBM21.4 Has the company's renewable energy products/services received a third-party verification or certification for carbon offsets?[Least Weighted]

- ☐ Certified emission reduction credits (verified and registered by United Nations)
- ☐ Verified emission reductions credits ("unofficial" carbon credits, not allocated by the UN)
- ☐ Renewable energy credits or local equivalent (third-party verified units of renewable energy)
- ☒ None of the above

IBM21.5 If tracked, what was the total or per use number of metric tons of carbon (CO₂) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of CO₂ saved/off-set

kWh generated with cleaner alternative

Liters of water saved/off-set

Metric tons of waste saved from landfill or incineration

IBM21.6 What were your total revenues last fiscal year from the above products or services?[Not Weighted]

\$0.00

IBM21.7 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]

IBM21.8 This is a calculated question based on your answer from IBM21.2: Which of the following product or service descriptions apply? And, question IBM21.7: What % of your revenues last fiscal year were from the above products or services?[6x]

IBM21.9 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]

IBM21.10 Amount of the product sold in the last fiscal year.[Not Weighted]

0.00

IBM21.11 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

N/A. The company is in the development (R&D phase) ☒ N/A

IBM21.12 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature that can be measured.[Least Weighted]

☐ Yes ☒ No, not at this time

IBM21.13 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

☒ N/A

☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)

☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.

☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g.- randomized controlled trial (RCT) or longitudinal study).

☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference

☐ None of the above

IBM21.14 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

☐ Yes ☐ No, not at this time ☒ N/A

IBM21.15 Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

The [REDACTED] business model will change the industry and is still in the development phase.

Energy & Water Efficiency

IBM22.1 Tell us more about how your product or service reduces energy and/or water use.[Not Weighted]

[REDACTED]

IBM22.2 Which of the following product or service descriptions apply?[Not Weighted]

☐ Product or services uses less energy and/or water than market alternatives but is designed for another purpose (e.g. EnergyStar/energy-efficient appliances; low-flow shower heads)

☒ Product/services contributes to the general conservation of energy and/or water (e.g. energy/water use assessment consulting or software; water recycling systems)

☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM22.3 What is the average % energy reduction achieved by the product or service?[Not Weighted]

75%

IBM22.4 What is the average % water reduction achieved by the product or service?[Not Weighted]

0%

- IBM22.5 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:
- Metric tons of CO2 saved/off-set
- kWh generated with cleaner alternative
- Liters of water saved/off-set
- Metric tons of waste saved from landfill or incineration
- IBM22.6 What were your total revenues last fiscal year from the above products or services?[Not Weighted]
- \$53,784.00
- IBM22.7 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]
- IBM22.8 This is a calculated question based on your answer from IBM22.2: Which of the following product or service descriptions apply? And, question IBM22.7: What % of your revenues last fiscal year were related to the above products or services? [6x]
- IBM22.9 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]
- IBM22.10 Amount of the product sold in the last fiscal year.[Not Weighted]
- 0.00
- IBM22.11 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]
- ☒ N/A
- IBM22.12 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature that can be measured.[Least Weighted]
- ☐ Yes ☒ No, not at this time
- IBM22.13 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]
- ☒ N/A
- ☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)
- ☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.
- ☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g.- randomized controlled trial (RCT) or longitudinal study).
- ☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference
- ☐ None of the above
- IBM22.14 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]
- ☐ Yes ☐ No, not at this time ☒ N/A

IBM22.15 Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

The [REDACTED] business model is designed to change the industry; it is integral to the company's ethos. What is different is the whole systems approach to the problem of the environmental impact of [REDACTED]

Waste Reduction

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

[REDACTED]

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

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

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

☒ Not tracked / unknown

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

☒ Not tracked / unknown

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

\$0.00

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

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

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

IBM23.9 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

kWh saved/off-set

Metric tons of waste saved from landfill or incineration

Liters of water saved/off-set

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

0.00

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

☒ N/A

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

☐ Yes ☒ No, not at this time

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

☒ N/A

☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)

☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.

☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g.- randomized controlled trial (RCT) or longitudinal study).

☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference

☐ None of the above

IBM23.14 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

☐ Yes ☐ No, not at this time ☒ N/A

IBM23.15 Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

The overall aim of the company is to change the industry for the better: to reduce the environmental impact

Land/wildlife Conservation

IBM24.1 Tell us more about how your product or service conserves natural resources[Not Weighted]

IBM24.2 Which of the following product or service descriptions apply?[Not Weighted]

☐ Product/service requires specific practices to ensure the sustainable harvesting or use of natural products and materials (i.e. FSC certified paper; MSC seafood; shade-grown coffee)

☐ Product/ service directly prevents environment/ecosystem degradation (i.e. protected parks; wildlife management services)

☐ Product/service improves natural environments previously damaged by degradation (i.e. reforestation; endangered species repopulation)

☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM24.4 What were your total revenues last fiscal year from the above products or services?[Not Weighted]

IBM24.5 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]

IBM24.6 This is a calculated question based on your answer from IBM24.2: Which of the following product or service descriptions apply? And, question IBM24.5: What % of your revenues last fiscal year were related to the above products or services? [6x]

IBM24.7 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO2 equivalent

Number of hectares protected

Number of wildlife species protected/saved

Metric tons of waste saved from landfill or incineration

Liters of water saved/off-set

IBM24.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]

IBM24.9 Amount of the product sold in the last fiscal year.[Not Weighted]

IBM24.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

IBM24.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature that can be measured.[Least Weighted]

☒ Yes ☐ No, not at this time

IBM24.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

☐ N/A

☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)

☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.

☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g.- randomized controlled trial (RCT) or longitudinal study).

☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference

☐ None of the above

IBM24.13 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

☒ Yes ☐ No, not at this time ☐ N/A

IBM24.14 Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Toxic/hazardous Substance Reduction, Pollution Prevention & Remediation

IBM25.1 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[Not Weighted]

IBM25.2 Which of the following product or service descriptions apply?[Not Weighted]

- ☐ Product/services uses less toxic/hazardous chemicals or materials than market alternatives but is designed for another purpose (i.e. non-toxic cleaners, organic/non-GMO food, integrated pest management for agriculture)
- ☐ Product/service directly prevents pollution or hazardous discharge (i.e. pollution management technologies)
- ☐ Product/service remediates environmental damage after discharges to air, land or water (i.e. brownfield remediation, oil spill clean-up)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM25.3 What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service?[Not Weighted]

IBM25.5 What were your total revenues last fiscal year from the above products or services?[Not Weighted]

IBM25.6 What % of your revenues last fiscal year were related to the above products?[Not Weighted]

IBM25.7 This is a calculated question based on your answer from IBM25.2: Which of the following product or service descriptions apply? And, question IBM25.5: What % of your revenues last fiscal year were related to the above products?[6x]

IBM25.8 If tracked, what was the total or per use number of metric tons of carbon (CO₂) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO₂ equivalent

kWh saved/off-set

Metric tons of waste saved from landfill or incineration

Liters of water saved/off-set

IBM25.9 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]

IBM25.10 Amount of the product sold in the last fiscal year.[Not Weighted]

IBM25.11 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]

IBM25.12 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature that can be measured.[Least Weighted]

- ☐ Yes ☐ No, not at this time

IBM25.13 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]

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

IBM25.14 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]

- ☐ Yes ☐ No, not at this time ☐ N/A

IBM25.15 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, that has been emulated by other organizations?[Not Weighted]

Education, measurement and consulting

IBM26.1 Tell us more about how your product or service educates, quantifies, or provides strategic advise to solve environmental problems[Not Weighted]

IBM26.2 Which of the following product or service descriptions apply?[Not Weighted]

- ☐ Products or services that offer or promote access to general knowledge about environmental sustainability and resource use for individuals or organizations (e.g. books, environmental resource guides, carbon credit platforms)
- ☐ Products or services that offer access to highly specialized information on environmental science topics or pursue rigorous scientific inquiry (e.g. environmental research labs)
- ☐ These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM26.4 What were your total revenues last fiscal year from the above products or services?[Not Weighted]

IBM26.5 What % of your revenues last fiscal year were related to the above products? This % is automatically calculated by clicking the Refresh Calculation button below.[Not Weighted]

IBM26.6 This is a calculated question based on your answer from IBM26.2: Which of the following product or service descriptions apply? And, question IBM26.5: What % of your revenues last fiscal year were related to the above products or services? [6x]

- IBM26.7 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:
- Metric tons of GHG/CO2 equivalent
- kWh saved/off-set
- Metric tons of waste saved from landfill or incineration
- Liters of water saved/off-set
- Number of hectares protected
- IBM26.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company?[Not Weighted]
- IBM26.9 Amount of the product sold in the last fiscal year.[Not Weighted]
- IBM26.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below.[Not Weighted]
- IBM26.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature that can be measured.[Least Weighted]
- ☐ Yes ☐ No, not at this time
- IBM26.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes.[Least Weighted]
- ☐ N/A
- ☐ There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)
- ☐ The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) e.g. customer surveys, stakeholder feedback forums, qualitative interviews/case studies.
- ☐ The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g.- randomized controlled trial (RCT) or longitudinal study).
- ☐ Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference
- ☐ None of the above
- IBM26.13 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved?[Least Weighted]
- ☐ Yes ☐ No, not at this time ☐ N/A
- IBM26.14 Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations?[Not Weighted]

Disclosure Questionnaire

Disclosure Questionnaire

Industries

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

Yes No

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

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

Practices

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

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

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

Outcomes

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

True	False	Don't know
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Regarding the second question, it is highly doubtful that the suppliers have had any issues, but we are not 100% sure. The company has not experienced any such issues.

Penalties

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

Yes

No



Diversity and equal opportunity



Employee safety or workplace conditions



Environmental issues



Financial reporting



Geographic operations or international affairs



Investments or Loans



Labor issues (internal and supply chain)



Marketing



Political contributions



Product safety



Taxes



Animal welfare



Bribery, fraud or corruption

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