This PDF contains a completed B Impact Assessment that has been reviewed by B Lab with Method for its recertification as a B Corporation. This assessment was completed in August 2012 before Method was acquired by Ecover. Therefore, the answers reflect Method’s practices and operations prior to the merger. B Corps that are majority-owned subsidiaries are required to meet additional transparency requirements and make their full B Impact Assessment (excluding sensitive answers) available on www.bcorporation.net. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice litigation) are blacked out as such:
## Governance

### Corporate Accountability

### Mission & Engagement

GV2.1 Has the company integrated the following into its written corporate mission? [Equally Weighted]

- [ ] An explicit commitment to social impact
- [x] An explicit commitment to environmental stewardship
- [ ] None of the above
- [ ] Company does not have written corporate mission

GV2.2 Please type or paste-in a 2-3 sentence summary of your mission here. [Not Weighted]

To use business to create positive social and environmental change by inspiring a happy, healthy home revolution.

GV2.3 Does your employee training include instruction about your environmental mission and/or social mission? [Equally Weighted]

- [ ] Yes
- [ ] No
- [ ] N/A - Company has no workers

GV2.4 Does the Board of Directors or other governing body review the company's social and environmental performance at least annually? [Equally Weighted]

- [ ] Yes
- [ ] No
- [ ] N/A

GV2.5 What portion of your management is evaluated in writing on their performance with regard to corporate social and environmental targets? [Equally Weighted]

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

GV2.6 Please describe how your company engages its external stakeholders regarding its social and environmental performance (check all that apply): [Less Weighted]

- [x] Annual stakeholder meeting
- [ ] Stakeholder forum on company website
- [ ] Third party or anonymous surveys, including customer surveys
- [ ] Other (please describe)
- [ ] No formal stakeholder engagement
Governance

GV3.1a Does your company have a Board of Directors or other formal governing body that: (Please check all that apply)[Heavily Weighted]

- [x] Meets at least twice annually
- [x] Includes at least 1 independent member
- [ ] Includes at least 50% independent members
- [x] Oversees executive compensation
- [x] Has an Audit Committee with at least 1 independent member
- [x] Has a Compensation Committee with at least 1 independent member
- [ ] Company is a cooperative and elects Board from membership
- [ ] Company has no governing body or none of the above applies to governing body

GV3.2 Which of the following stakeholder groups have representation on the Board of Directors or other governing body? (Please choose N/A only if the company has no governing body.)(Less Weighted)

- [ ] Employees
- [ ] Community
- [ ] Environment
- [ ] Customers
- [x] None
- [ ] N/A

Anti-Corruption

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

- [x] Segregation of Accounts Receivable and Accounts Payable duties
- [x] Segregation of check writing and check signing privileges
- [x] Limited access to accounting software systems to appropriate personnel
- [x] Limited access to credit/ATM cards to appropriate personnel
- [ ] Inventory management system with routine management or third-party reviews

GV4.2 Does the company have a Whistle-Blowing Policy?[Less Weighted]

- [ ] Yes
- [ ] No

GV4.3 Is there an annual conflict of interest questionnaire filled out by all board members (or members of the governing body) and officers (please choose N/A if your company has no governing body)?[Less Weighted]

- [ ] Yes
- [ ] No
- [ ] N/A
## Transparency

### GV5.1a Does the company produce financials that are verified annually by an independent source through an Audit or Review? [Equally Weighted]
- Yes, through an audit
- Yes, through a review
- No

### GV5.2 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

### GV5.4 Does the company produce an annual external report detailing its mission-related performance? If yes, which of the following apply regarding the external report? [Equally Weighted]
- Clear statements of your mission, its goals, and the change you seek
- 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
- Do not produce an external mission related annual report

### GV5.5 Has the Company worked within its industry to develop social and environmental standards for your industry? [Equally Weighted]
- Yes
- No

### GV5.6 Has the company reduced or minimized taxes through corporate shells or structural means? [Less Weighted]
- Yes
- No

### GV5.7 Is your product or service covered by a written consumer warranty or client protection policy? [Less Weighted]
- Yes
- No

### GV5.8 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
<table>
<thead>
<tr>
<th>Governance Metrics</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GV1.1 Reporting Period: On what date did your last fiscal year end? [Not Weighted]</td>
<td>12/31/2011</td>
</tr>
<tr>
<td>GV1.2 Currency: What currency did you use for financial reporting during the last fiscal year? Use this currency to report on all currency-related metrics in the assessment. [Not Weighted]</td>
<td>US Dollar - USD</td>
</tr>
<tr>
<td></td>
<td>Euro - EUR</td>
</tr>
<tr>
<td></td>
<td>Australian Dollar - AUD</td>
</tr>
<tr>
<td></td>
<td>Canadian Dollar - CAD</td>
</tr>
<tr>
<td></td>
<td>Danish Krone - DKK</td>
</tr>
<tr>
<td></td>
<td>Hong Kong Dollar - HKD</td>
</tr>
<tr>
<td></td>
<td>Icelandic Krona - ISK</td>
</tr>
<tr>
<td></td>
<td>New Israeli Shekel - ILS</td>
</tr>
<tr>
<td></td>
<td>New Zealand Dollar - NZD</td>
</tr>
<tr>
<td></td>
<td>Norwegian Krone - NOK</td>
</tr>
<tr>
<td></td>
<td>Pound Sterling - GBP</td>
</tr>
<tr>
<td></td>
<td>Singapore Dollar - SGD</td>
</tr>
<tr>
<td></td>
<td>Swedish Krona - SEK</td>
</tr>
<tr>
<td></td>
<td>Swiss Franc - CHF</td>
</tr>
<tr>
<td></td>
<td>Yen - JPY</td>
</tr>
<tr>
<td></td>
<td>Zloty - PLN</td>
</tr>
<tr>
<td>GV1.3 Total Earned Revenues [Not Weighted]</td>
<td>Sensitive</td>
</tr>
<tr>
<td>GV1.5 Total Non-Labor Expenses [Not Weighted]</td>
<td>Sensitive</td>
</tr>
<tr>
<td>GV1.6 EBIT (Earnings Before Interest &amp; Taxes) [Not Weighted]</td>
<td>Sensitive</td>
</tr>
<tr>
<td>GV1.7 Net Income [Not Weighted]</td>
<td>Sensitive</td>
</tr>
</tbody>
</table>
# Workers

## Worker Metrics

<table>
<thead>
<tr>
<th>Worker Metric</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>WR1.1 Full-Time Workers[Not Weighted]</td>
<td>98.00</td>
</tr>
<tr>
<td>WR1.2 Part-Time Workers[Not Weighted]</td>
<td>3.00</td>
</tr>
<tr>
<td>WR1.3 Temporary Workers[Not Weighted]</td>
<td>3.00</td>
</tr>
<tr>
<td>WR1.6 Full-Time Workers in Managerial positions[Not Weighted]</td>
<td>30.00</td>
</tr>
<tr>
<td>WR1.7 Independent Contractors[Not Weighted]</td>
<td>7.00</td>
</tr>
</tbody>
</table>

## Compensation, Benefits & Training

*Sensitive*
Compensation & Wages

WR2.1 Is an hourly living wage paid to all full-time, part-time and temporary workers and independent contractors (excluding interns)? [Heavily Weighted]
   - Yes
   - No

WR2.2 What % above the living wage did your lowest-paid hourly worker receive during the last fiscal year? Select N/A if no hourly workers. [Equally Weighted]
   - 41%
   - N/A

WR2.3 What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker? [Heavily Weighted]
   - >20x
   - 16-20x
   - 11-15x
   - 6-10x
   - 1-5x

WR2.4 By what percentage has the company's total wages (excluding executive management) increased in the last fiscal year? Total wages are wages (including bonuses) paid to all employees during the last fiscal year. [Equally Weighted]
   - 0%
   - 1-5%
   - 6-15%
   - >15%

WR2.5 Have you acquired or referenced a compensation survey of your industry in the last three years? [Less Weighted]
   - Yes
   - No

WR2.6 Based on referenced compensation study, how does your company's compensation structure (excluding executive management) compare with the market? [Equally Weighted]
   - Below market
   - At market
   - Above market
   - N/A (Have not referenced a compensation survey)

WR2.7 In the last fiscal year, the company's bonus plan represented what % of the company's salary base (when calculating, exclude executive bonuses and salaries)? [Equally Weighted]
   - 0%
   - 1-5%
   - 6-15%
   - >15%

WR2.8 What % of non-executive, full-time employees participated in the company's bonus plan in the last fiscal year? [Equally Weighted]
   - 100%

Worker Benefits

WR3.1 Is health insurance offered to all full-time employees and their families? [Less Weighted]
   - Yes
   - No

WR3.2 What % of paid health insurance premiums for individual coverage do full-time workers receive? [Heavily Weighted]
   - 0%
   - 1-49%
   - 50-69%
   - 70-79%
   - 80-100%

WR3.3 What % of paid health insurance premiums for family coverage do full-time workers receive? [Heavily Weighted]
   - 0%
   - 1-49%
   - 50-69%
   - 70-79%
   - 80-100%
WR3.4 At what juncture do your part time/flex time employees qualify for full time health care benefits? [Equally Weighted]

- Not at all
- 30+ hours per week
- 25-30 hours per week
- 20-24 hours per week
- 15-19 hours per week
- <15 hours per week
- N/A - Company has no part-time/flex-time employees

WR3.5 Is there an Employee Retirement Plan (e.g., Pension, Profit Sharing, 401(k)) available for all full-time tenured workers (tenured defined as with the company for greater of 2 years or life of the company) that is? [Equally Weighted]

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

WR3.6 What is the minimum number of paid vacation days / sick days / personal days / holidays offered annually to full-time tenured workers (tenured defined as with the company for greater of 2 years or life of the company)? [Equally Weighted]

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

WR3.7 What is the minimum number of days of paid maternity leave offered to full-time tenured workers (tenured defined as with the company for greater of 2 years or life of the company)? [Equally Weighted]

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

WR3.8 What is the minimum number of days of paid paternity leave offered to full-time tenured workers (tenured defined as with the company for greater of 2 years or life of the company)? [Less Weighted]

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

WR3.9 What is the severance (excluding employees terminated with cause) offered in practice and in writing to all full-time tenured workers (tenured defined as with the company for greater of 2 years or life of the company)? [Less Weighted]
WR3.10 What additional benefits are offered to full-time tenured workers (tenured defined as with the company for greater of 2 years or life of the company)? [Heavily Weighted]

- [ ] No additional benefits
- [x] Dental insurance
- [x] Short-term disability
- [x] Long-term disability
- [x] Flexible Spending Account
- [x] Domestic partner benefits
- [x] Life insurance
- [ ] Other benefits (please describe)

Other: Long Term Care, Bike Commuter Benefits, Pet insurance

<table>
<thead>
<tr>
<th>Training &amp; Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>WR4.1</td>
</tr>
<tr>
<td>- [x] 0%</td>
</tr>
<tr>
<td>- [ ] 1-5%</td>
</tr>
<tr>
<td>- [ ] 6-15%</td>
</tr>
<tr>
<td>- [ ] &gt;15%</td>
</tr>
<tr>
<td>- [ ] N/A - Company has not made any new hires</td>
</tr>
</tbody>
</table>

WR4.2 What % of full-time employees have participated in external professional development opportunities or lifelong learning opportunities (paid for or subsidized by the Company) to enhance performance skills in the past fiscal year? [Equally Weighted]

15%

WR4.3 What % of full-time workers were reimbursed for continuing education opportunities in the last fiscal year? [Equally Weighted]

- [x] 0%
- [ ] 1-5%
- [ ] 6-15%
- [ ] >15%

WR4.4 For what % of terminated full-time employees (excluding those terminated for cause) are formal outplacement services provided? [Less Weighted]

- [x] N/A
## Worker Ownership

### WR5.1 What % of full-time workers & management (including founders/executives) on a headcount basis owns stock, stock equivalents (any form of company ownership) or stock options in the company? [Equally Weighted]

- 0%
- 1-24%
- 25-49%
- 50-75%
- 75-99%
- 100%
- N/A - Company is a consumer/shared services cooperative or a producer cooperative

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

- 0%
- 1-24%
- 25-49%
- 50-75%
- 75-99%
- 100%
- N/A - Company is a consumer/shared services cooperative or a producer cooperative

### WR5.3 What % of the company is owned by full-time workers (excluding founders/executives)? [Heavily Weighted]

- 0%
- 1-4%
- 5-24%
- 25-50%
- >50%
- N/A - Company is a consumer/shared services cooperative or a producer cooperative

## Work Environment
Management & Worker Communication

WR6.1  Is there an established, formal, consistent process for providing performance feedback to all 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
- [ ] None of the above

WR6.2  Which of the following are written, easily-accessible and circulated (please check all that apply): [Heavily Weighted]

- [ ] Employee handbook
- [ ] Discrimination/harassment policy
- [ ] Code of ethics
- [ ] None of the above

WR6.3a  Is there a Human Resource / Ombudsperson / Employee Representative to mediate complaints / issues? [Equally Weighted]

- [ ] Yes
- [ ] No

WR6.4a  How often does the company conduct anonymous worker satisfaction/ engagement surveys? [Equally Weighted]

- [ ] At least annually
- [ ] Every other year
- [ ] Less frequently than every other year
- [ ] Never

WR6.5  Based on the results of your employee satisfaction assessment (conducted within the past 2 fiscal years), what percent of your employees are 'Satisfied' or 'Engaged'? [Heavily Weighted]

- [ ] <65%
- [ ] 65-80%
- [ ] >80%
- [ ] N/A

WR6.6  Are employee metrics regularly collected, monitored and made transparent to all employees? [Less Weighted]

- [ ] Yes, retention and turnover metrics are made transparent
- [ ] Yes, diversity metrics are made transparent
- [ ] No
Job Flexibility/Corporate Culture

WR7.1 Does the company offer, whenever feasible, in writing and in practice (please check all that apply and attach relevant written policies):[Heavily Weighted]

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

WR7.2 Which of the following flexible career options reflect your company’s practices?[Heavily 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
- Check: 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
- None of the above

WR7.3 Which of the following supplementary services are offered to employees (please check all that apply)?[Heavily Weighted]

- Onsite childcare
- Offsite subsidized childcare
- Check: Health & wellness program
- Counseling services
- Other: please describe
- None

WR7.4 Do career development and promotion policies and practices support whenever possible: (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
- Check: 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 (please choose N/A if the company does not use warehousing or manufacturing facilities)?[Equally Weighted]

- Yes
- No
- N/A

WR8.2 Are injury/accident/lost days/absentee days measured and transparent (please choose N/A if the company does not use warehousing or manufacturing facilities)?[Equally Weighted]

- Yes
- No
- N/A

WR8.3 Do you have a worker health and safety committee that helps monitor and advise on occupational health and safety programs (please choose N/A if the company does not use warehousing or manufacturing facilities)?[Equally Weighted]

- Yes
- No
- N/A
### Community

#### Community Metrics

<table>
<thead>
<tr>
<th>Community Metric</th>
<th>Description</th>
<th>Value</th>
<th>Weighted Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>CM1.1</td>
<td>Number of Newly Created Full-time and Part-time Jobs during the last 12 months</td>
<td>0.00</td>
<td>N/A</td>
</tr>
<tr>
<td>CM1.2</td>
<td>Number of workers that departed/ left the company during the last 12 months. If none, enter 0.</td>
<td>17.00</td>
<td>N/A</td>
</tr>
<tr>
<td>CM1.3</td>
<td>Number of Total Full-time and Part-time Female Managerial Workers. If none, enter 0.</td>
<td>14.00</td>
<td>N/A</td>
</tr>
<tr>
<td>CM1.4</td>
<td>Number of Total Full-Time and Part-Time Female Employees</td>
<td>800.00</td>
<td>N/A</td>
</tr>
<tr>
<td>CM1.5</td>
<td>Community Service Hours Contributed</td>
<td>800.00</td>
<td>N/A</td>
</tr>
<tr>
<td>CM1.6</td>
<td>Community Service Donations (in reporting currency)</td>
<td>$2,000.00</td>
<td>N/A</td>
</tr>
</tbody>
</table>

#### Community Practices

**Suppliers & Distributors**

<table>
<thead>
<tr>
<th>Supplier Practice</th>
<th>Description</th>
<th>Weighted Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>CM2.1</td>
<td>When evaluating the social and environmental performance of Significant Suppliers, which of the following practices apply?</td>
<td>Heavily Weighted</td>
</tr>
</tbody>
</table>
| Visited all significant suppliers
| Specific environmental criteria required
| Specific social criteria required
| Third party social or environmental metrics screen applied
| Evaluated at least annually
| Give preference to local suppliers
| Give preference to sustainable or fair trade suppliers
| None of the above
| Other

<table>
<thead>
<tr>
<th>Supplier Relationship</th>
<th>Description</th>
<th>Weighted Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>CM2.2</td>
<td>What is the average tenure of your relationships with Significant Suppliers?</td>
<td>Equally Weighted</td>
</tr>
<tr>
<td>Less than 12 months</td>
<td>13-36 months</td>
<td></td>
</tr>
<tr>
<td>37-60 months</td>
<td></td>
<td></td>
</tr>
<tr>
<td>61 months or more</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
CM2.3 What % of materials or products purchased from Significant Suppliers (on currency basis) have third-party social or environmental certification or approval?[Equally Weighted]

CM2.4 What % of Significant Suppliers (on currency basis) have third-party social or environmental company level (not product) certification or approval?[Equally Weighted]

CM2.5 Is your company a member of one or more broad labor / fair trade focused association? If so, which ones?[Equally Weighted]
- Fair Labor Association (FLA)
- International Labour Organization (ILO)
- Fairtrade Labelling Organizations International (FLO)
- SA8000
- Other: please specify
- None of the above

CM2.6 For what % of your overseas significant suppliers (on currency basis) have you visited and toured their facilities?[Equally Weighted]
- 0-49%
- 50-62%
- 63-75%
- >75%
- N/A

CM2.7 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

CM2.8 In the cases where suppliers are not yet adhering to the supplier code of conduct is there a time period in place for required change as well as a supplier training/education policy, and are relationships terminated if the breach is not cured?[Equally Weighted]
- Yes
- No
- N/A

CM2.9 Is compliance with your Supplier Code verified by a third party annually? (Select N/A if you do not have a Supplier Code.)[Heavily Weighted]
- Yes
- No
- N/A

CM2.10 Which suppliers are assessed for code of conduct compliance at least every other year (check all that apply):[Heavily Weighted]
- All primary suppliers of core products or principal raw materials
- All primary suppliers of non-core products
- All sub-contractors responsible for the majority of an order
- None
- N/A

CM2.11 Is the conduct of suppliers fully disclosed and transparent to the public? (If you don't have a Supplier Code, select N/A)[Less Weighted]
- Yes
- No
- N/A

CM2.12 What % of Significant Suppliers (on currency basis) are made transparent on the company's website?[Equally Weighted]
0%
CM2.13  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

CM2.14a  Do you use an established methodology for quality assurance (PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc.)?[Equally Weighted]
☐ Yes  ☐ No

CM2.15  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%
Local Involvement

CM3.1 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]

HQ in san francisco with 80% of employees, london office with 8 people, chicago office with 6, 6 sales directors elsewhere.

CM3.2 Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of your workforce?[Equally Weighted]

☐ Yes ☐ No

CM3.3 What % of your company's expenses (excluding labor) was spent with independent suppliers located within 200 miles (or 322km) of the company's headquarters or main production facilities?[Equally Weighted]

CM3.4 What % of your company's Cost of Goods Sold (excluding labor) was spent with independent suppliers located within 200 miles (or 322 km) of where the end product is used?[Equally Weighted]

☐ 0%
☐ 1-19%
☐ 20-39%
☐ 40-60%
☐ >60%

CM3.6 Is the majority of your company's banking services provided by an institution with any of the following characteristics:[Equally Weighted]

☐ A local independent institution located in your community
☐ A certified CDFI or national equivalent social investment organization
☐ A certified B Corporation
☐ A member of the Global Alliance for Banking on Values
☐ None of the above

CM3.7 Is the company's sourcing strategy intended to support national economic development via import substitution? If so, what % of company's Cost of Goods Sold (excluding labor) was spent with suppliers legally registered and operating within same national borders?[Equally Weighted]

CM3.8 Are the majority (>50%) of revenues generated from customers or clients residing locally to company headquarters or main production facilities?[Less Weighted]

☐ Yes ☐ No ☐ N/A (Choose N/A only if your company is pre-revenue)

CM3.9 Is there a written local purchasing strategy or policy in place?[Less Weighted]

☐ Yes ☐ No
<table>
<thead>
<tr>
<th>CM4.1</th>
<th>What % of the company is owned by individuals from underrepresented populations? (This includes women, minority/previously excluded populations, people with disabilities, and/or individuals living in low-income communities.) [Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CM4.2</th>
<th>What % of the company is owned by non-accredited investors (including insiders or employees)? [Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CM4.3</th>
<th>What % of the company is owned by a non-profit organization (i.e. owns stock, stock equivalents, or stock options in the company)? [Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0%</td>
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</table>

<table>
<thead>
<tr>
<th>CM4.4</th>
<th>What % of the members of your Board of Directors and/or Advisory Board is from underrepresented populations? (This includes women, minority/previously excluded populations, people with disabilities, and/or individuals living in low-income communities.) [Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0%</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>CM4.5</th>
<th>What % of management is from underrepresented populations? (This includes women, minority/previously excluded populations, people with disabilities, and/or individuals living in low-income communities.) [Equally Weighted]</th>
</tr>
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<tr>
<td></td>
<td>0%</td>
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<table>
<thead>
<tr>
<th>CM4.6</th>
<th>Does the % of ethnic minorities employed in your company equal or exceed the % of ethnic minorities in your metro area? [Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
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</table>

<table>
<thead>
<tr>
<th>CM4.7</th>
<th>What percentage of workers (including full-time and part-time workers and 1099 contractors) are people with disabilities? [Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0%</td>
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</table>

<table>
<thead>
<tr>
<th>CM4.8</th>
<th>What % of Significant Suppliers is majority owned by women or ethnic minorities? [Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CM4.9</th>
<th>Does the company have a written policy giving preference to women- or minority-owned suppliers? [Less Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
</tbody>
</table>
### Job Creation

**CM5.1** By what % has your worker base on a headcount basis (full-time equivalents) grown over the last 12 months?[Equally Weighted]

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

**CM5.2** What was the attrition rate at the company for full-time workers (excluding workers terminated with cause) for the last 12 months?[Equally Weighted]

- [ ] 0-2.4%
- [ ] 2.5-4.9%
- [ ] 5-10%
- [ ] >10%
- [ ] N/A - Company has no full-time workers

**CM5.3** What % of workers (including full-time and part-time workers and independent contractors) resides in low-income communities?[Equally Weighted]

- [ ] 0%
- [ ] <10%
- [ ] 10-19%
- [ ] 20-30%
- [ ] >30%
- [ ] Don't Know

**CM5.4** What % of your workers are employed in company facilities located in low-income communities?[Equally Weighted]

**CM5.5** What percentage of workers (including full-time, part-time and independent contractors) are from chronically underemployed populations not covered above (i.e. at-risk youth, formerly incarcerated, homeless, etc.)?[Equally Weighted]

- [ ] 0%

**CM5.6** What % of your Significant Suppliers is located in low-income communities or creates employment opportunities for other chronically underemployed populations?[Equally Weighted]

- [ ] 0%
- [ ] <10%
- [ ] 10-19%
- [ ] 20-30%
- [ ] >30%
- [ ] Don't Know

### Civic Engagement & Giving

**CM6.1** Is there a written Community Service Policy?[Equally Weighted]

- [ ] Yes
- [ ] No

**CM6.2** What % of employees took paid or unpaid time off for community service last year?[Equally Weighted]

- [ ] 0%
- [ ] 1-24%
- [ ] 25-49%
- [ ] 50-75%
- [ ] >75%

**CM6.3** Did a staff member at your company organize service days for employees in the last fiscal year?[Equally Weighted]

- [ ] Yes
- [ ] No

**CM6.4** What % of employees participated in company organized community service days last year?[Equally Weighted]

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

**CM6.5** Are full-time employees explicitly allowed any of the following paid or non-paid time-off hours options for community service?[Equally Weighted]

- [ ] Non-paid time off
- [ ] Paid time off
- [ ] More than 20 hours a year of paid time off
- [ ] Do not offer paid or non-paid time off
CM6.6 Does your company monitor and record volunteer hours (IRIS: community service hours contributed) 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

CM6.7 Has the company created a public facing partnership with a service/charitable organization to which it consistently (at least past 2 years) supplies both promotion and volunteer or financial support? [Less Weighted]
- Yes
- No

CM6.9 Has your company’s facilities been used for events or training by community organizations in the past fiscal year (choose n/a only if there is no corporate facility)? [Less Weighted]
- Yes
- No
- N/A

CM6.11 What was the % of per capita worker community service (volunteer) or pro bono time donated in the reporting period? Calculate using a 2000-hour work year: Total Hours Donated / (# FTE * 2000 hours) [Heavily Weighted]
- 0
- 1-3% of time
- 4-6% of time
- 7-9% of time
- 10%+ of time

CM6.12 What was the % of profits or revenues that your company gave to charity in the reporting period? Please select the lesser of % of profits or % of sales that the company donated in each answer bucket. (Include tax deductible in-kind donations but do not include pro bono time.) [Most Heavily Weighted]
- 0%
- 1-4% of profits or 0.1-1% of sales
- 5-9% of profits or 1.1-2.4% of sales
- 10-49% of profits or 2.5-12.4% of sales
- 50+% of profits or 12.5+% of sales

CM6.13 Which organizations does your company support? [Not Weighted]
- N/A

CM6.14 Is there a formal written policy that sets a required commitment for Charitable Giving (including commitments with third-party certification, like 1% for the planet)? [Equally Weighted]
- Yes
- No

CM6.15 Which of the following community service and charitable giving practices does your company employ? [Equally Weighted]
- Company has a written policy to match individual workers’ charitable donations as an effort to encourage charitable giving
- Company allows workers and/or customers to select nonprofit organizations to receive company charitable giving donations
- Company contributed the majority of its charitable giving and community service donations locally to markets sourced from or operated within in last fiscal year
- None of the above
Environment

Environment Metrics

Environment Metrics

<table>
<thead>
<tr>
<th>EN1.2</th>
<th>Total company energy use (kWh)[Not Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,386,000.00 □ N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EN1.3</th>
<th>Total energy used from renewable resources (kWh)[Not Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,386,000.00 □ N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EN1.4</th>
<th>Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent)[Not Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>22,355.00 □ N/A</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>EN1.6</th>
<th>Total water use (liters)[Not Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3,500,000.00 □ N/A</td>
</tr>
</tbody>
</table>

Environmental Practices

Land, Office, Plant

<table>
<thead>
<tr>
<th>EN2.1</th>
<th>Has the company formally engaged with suppliers, business partners, or customers to reduce the environmental impact of their activities on a regular basis?[Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☐ Yes ☐ No</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>EN2.2</th>
<th>Has your company gone through an environmental review or audit during the last 12 months? If yes, select what type of audit or review was conducted.[Equally Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☐ Internal review ☐ 3rd party-conducted review ☐ 3rd party-conducted audit ☐ Other (please describe) ☐ None of the above</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>EN2.3</th>
<th>Which is the broadest community with whom your environmental reviews/audits are formally shared?[Less Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☐ Owners, Executives and Board ☐ Employees ☐ Broader community outside the company ☐ N/A</td>
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<table>
<thead>
<tr>
<th>EN2.4</th>
<th>Does your company have an environmental management system that includes any of the following? (Check all that apply)[Heavily Weighted]</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>☑ Policy statement documenting the organization's commitment to the environment ☑ Assessment undertaken of the environmental impact of the organization's business activities ☑ Stated objectives and targets for environmental aspects of the organization's operations ☑ Programming designed, with allocated resources, to achieve these targets ☑ Periodic compliance and auditing to evaluate programs conducted ☐ Do not have any of the above</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EN2.5</th>
<th>Is the company a member of an association that fosters environmentally sustainable business practices?[Less Weighted]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☐ Yes ☐ No</td>
</tr>
</tbody>
</table>
EN2.6 What percentage of the company’s facilities is LEED certified (or equivalently certified) or constructed according to LEED or other green building standards? [Equally Weighted]

- Some constructed to green building standards
- Most constructed to green building standards
- Some LEED certified (or equivalently certified)
- Most LEED certified (or equivalently certified)
- None of the above

EN2.7 Does the company use an office 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

EN2.8 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
- None of the above

EN2.9 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

EN2.10 What % of the square footage of all company facilities is located in previously constructed buildings? [Equally Weighted]

- 100%

EN2.11 What % of the square footage of all company facilities is located within 1/2 mile of public transportation? [Equally Weighted]

- 100%

EN2.12 Are incentives in place to encourage carpooling or the use of public transportation? [Equally Weighted]

- Yes
- No

EN2.13 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
- N/A – Company does not engage in any business-related travel
- No, company does not have any of the above travel policies or practices
EN2.14 Does the company monitor indoor environmental quality to ensure a healthy and comfortable workspace, avoiding 'Sick Building Syndrome' (only check N/A if you have no facilities)?[Less Weighted]

☐ Yes ☐ No ☐ N/A

EN2.15 What % of your company's printed materials use recycled paper content, FSC certified paper, or soy-based inks? (Choose n/a only if your company does not have any printed materials)?[Equally Weighted]

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

EN2.16 If you lease your facilities, have you worked with your landlord to implement any of the following in the past two fiscal years: (Choose 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 - Do not lease building

Inputs

EN3.1 Has an energy assessment of the corporate-run facilities been done in the last three years (Choose N/A only if your company does not have any corporate-run facilities)?[Equally Weighted]

☐ Yes ☐ No ☐ N/A

EN3.2 Does your company monitor and record its energy usage?[Equally Weighted]

☐ Company does not currently monitor and record usage
☐ Company monitors and records usage (no reduction targets)
☐ Company monitors usage and has specific reduction targets
☐ Company monitors usage and has met specific reduction targets during the reporting period

EN3.3 What % of energy (relative to company revenues) was saved in the last year for your corporate facilities?[Heavily Weighted]

☐ 0% ☐ 1-4% ☐ 5-9% ☐ 10%+ ☐ Don’t know

EN3.4 What % of energy is used from renewable sources at your corporate facilities?[Equally Weighted]

☐ 0% ☐ 1-4% ☐ 5-24% ☐ 25-50% ☐ >50%

EN3.5 Has the company increased its % use of renewable energy annually at its corporate facilities?[Equally Weighted]

☐ Yes
☐ No
☐ Already Maximazed (100% renewable)

EN3.6 What % of energy used is from renewable on-site energy production for corporate facilities?[Equally Weighted]

☐ 0% ☐ 1-4% ☐ 5-10% ☐ 10-15% ☐ 15%+

EN3.7 For which of the following systems have you implemented energy conservation/efficiency measures for your corporate facilities (if your company has selected 'other,' please attach a description)?[Equally Weighted]

☐ Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
☐ Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
☐ HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc.
☐ Other (please specify)
☐ None of the above
EN3.11 Which of the following water conservation methods have been implemented at the majority of your corporate offices:

[Equally Weighted]

- Low-flow toilets/urinals
- Low-flow faucets or showerheads
- Grey-water usage for irrigation
- Low-volume irrigation
- Harvest rainwater
- Other
- None

EN3.12 Does the company conduct an audit of all materials and their toxicity?[Equally Weighted]

- Yes
- No
- N/A

EN3.13 What % of revenue does the company earn from products that have undergone a periodic Life Cycle Assessment?[Equally Weighted]

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

EN3.14 What % of your revenues are from the sale of products that have a life cycle certification (i.e. Cradle To Cradle)?
(Choose n/a only if your company is pre-revenue or if it is not possible for your product to have a life cycle certification)[Equally Weighted]

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

EN3.15 What is the % of recycled, biodegradable, or environmentally preferred materials in product (including packaging)?[Equally Weighted]

- 85%

EN3.16 Has the % of environmentally preferred materials in products (including packaging) increased in the last fiscal year?[Equally Weighted]

- Yes
- No
- Already maximized (100%)

EN3.17 Have any of your products (including packaging) been source reduced in the last fiscal year?[Equally Weighted]

- Yes
- No
EN4.1 Does your company monitor and record its greenhouse gas (GHG) emissions?[Equally Weighted]
- 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

EN4.2 If yes, what aspects of your company's operations are included in the emission calculation? (Select N/A if you do not track GHG emissions)[Less Weighted]
- Travel
- Commuting
- Office operations
- Manufacturing facilities
- Shipping
- Other
- None of the above
- N/A
  Other: product component embodied emissions

EN4.3 By what % have your greenhouse gas emissions been reduced on a per capita basis over the last fiscal year?[Heavily Weighted]
- 0%
- 1-4%
- 5-9%
- 10%+
- Don't Know

EN4.4 If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set?[Less Weighted]
- 0%
- 1-4%
- 5-24%
- 25-50%
- >50%
- N/A

EN4.9 Is hazardous waste (batteries, paint, electronic equipment, etc.) always disposed of responsibly?[Equally Weighted]
- Yes, company has written policy or worker training materials to ensure responsible disposal
- Yes, company always responsibly disposes of hazardous waste in practice (no written policy)
- No
- N/A

EN4.11 Does the company have an active reclamation project to recycle or reuse end products?[Equally Weighted]
- Yes
- No
- N/A
Transportation, Distribution & Suppliers

EN5.1 What % of company or supplier vehicles are clean or low-emission vehicles? This could include vehicles with hybrid or electric engines[Equally Weighted]

- 0%
- 1-10%
- 11-25%
- >25%

EN5.2 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 Are there policies which increase the % of inbound freight / shipping via lower impact transportation (e.g., avoidance of shipments by air transport)?[Equally Weighted]

- Yes
- No

EN5.4 What % of Primary Significant Supplier (on currency basis) use at least 10% renewable energy at their facilities?[Equally Weighted]

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

EN5.5 What % of Primary Significant Suppliers (on currency basis) monitor waste production?[Equally Weighted]

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

EN5.6 What % of Primary Significant Suppliers (on currency basis) have implemented initiatives to reduce waste production or divert waste from landfills/incineration?[Equally Weighted]

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

EN5.7 What % of Primary Significant Suppliers (on currency basis) have implemented initiatives to decrease greenhouse gas, ozone depleting, toxic air, and/or toxic water emissions?[Equally Weighted]

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

EN5.8 What % of Primary Significant Suppliers (on currency basis) monitor relevant greenhouse gas, ozone depleting, toxic air and toxic water emissions?[Equally Weighted]

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

EN5.9 What % of Primary Significant Suppliers (on currency basis) recycle water on site or used close-loop or other water recovery systems?[Equally Weighted]

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75%+
- N/A
Socially & Environmentally-Focused Business Models

Governance Business Models

Social Enterprise

SE1.1 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

- Company's products or services are specifically designed to address an economic inequality, improve health, promote the arts/sciences/media, or drive capital to purpose-driven enterprises
- Company's products or services are specifically designed to conserve the environment
- Workers own the majority of the company
- Company is a producer cooperative where owners are supplier members who organize production (examples: farmer cooperative, artisanal cooperative)
- Company is specifically designed to rebuild my local community
- Company is specifically designed to donate at least 20% of profits to charity
- Company is designed to alleviate poverty through our supply chain
- More than 10% of workers are from a chronically under-employed population (low-income, ex-convicts, etc.)
- Company's manufacturing or distribution practices are designed to preserve the environment
- None of the above models apply

SE1.2 Have you ensured that the social or environmental mission of your company will be maintained over time, regardless of company ownership, by:

- Including in your corporate governing documents a commitment to your stakeholders
- 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

SE1.3 Are there key performance indicators or metrics that your company tracks on at least an annual basis to determine if you are meeting your social or environmental objectives?

- We don't track key social or environmental performance indicators
- We measure KPIs/metrics or outputs that we have identified and defined in order to determine if the company is achieving its social or environmental objectives
- We measure social and environmental outcomes over time (examples: 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)
Charitable Giving

SE18.1 Is the company's business model designed to generate charitable giving? [Not Weighted]
- Yes
- No

SE18.2 Does the company have a formal written commitment to annually give greater than 20% of its profits or 5% of revenues to charitable partners (including pro bono or in-kind donations)? [Not Weighted]
- Yes
- No

SE18.3a If yes, what % of profits or revenues did the company donate to charity (including in-kind donations or paid 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 [Equally Weighted]
- 0%
- 1-19% profits or 1-1.9% sales
- 20-29% profits or 2-2.9% sales
- 30-39% profits or 3-3.9% sales
- 40-49% profits or 4-4.9% sales
- 50%+ profits or 5%+ revenues

Environmental Business Models - Practices

Wholesale: Environment

SE27w.2 If yes, which of the following statements are true? [Not Weighted]
- Company annually measures and publicly reports energy usage, water usage, carbon emissions and waste output
- Company has reviewed life cycle impact of 50%+ of products in terms of dollar volume
- 25%+ of outbound transportation/distribution fleet is powered by clean emissions vehicles
- Design of majority of products substitutes a critical energy intensive manufacturing step that is of concern in your industry (i.e. steam recycling, sun drying vs. gas oven heating, etc)
- Design of majority of products substitutes a critical water intensive manufacturing step that is of concern in the industry (i.e. water recycling, water reuse, and water substitution)
- Design of majority of products substitutes a critical chemical intensive manufacturing step that is of concern in the industry (i.e. toxic chemical elimination)
- Design of a core product can demonstrate a significant source-reduction in inputs (per unit basis) compared to industry average
- Majority of significant suppliers have been verified to recycle, reuse or compost 75%+ of solid wastes from harvesting or manufacturing process
- Majority of significant suppliers have been verified to recycle, reuse or treat all liquid waste and return to water table at same quality diverted
- At least 25% of Significant Suppliers’ energy is sourced from 15% onsite renewables or 75% of energy derived from other renewable sources (RECs)

SE27w.3 How many of the above statements were true about your business? [Heavily 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
Environmental Business Model - Products & Services Introduction

Environment P&S Introduction

SE 20.1 How does your product or service conserve the environment? (Please select the ONE most impactful way that each product line is solving an environmental problem.)

Yes  No

☐ ☐ Provides or is powered by renewable energy or cleaner-burning energy than market alternatives
☐ ☐ Conserves resources (energy &/or water efficient)
☐ ☐ Reduces waste (provides recycling technology/service or uses recycled input materials)
☐ ☐ Land or wildlife conservation (i.e. sustainable harvest, land protection or reforestation)
☐ ☐ Toxic/hazardous substance reduction, pollution prevention and remediation (i.e. organic food, pesticide alternatives, non-toxic cleaners, brownfield remediation)
☐ ☐ Educates, measures, researches, or provides information to solve environmental problems (i.e. environmental consulting or auditing)

SE 20.7 Do your products or services have any third-party certifications that are standards-based, transparent, and independently verified? If so, please list certifications.[Not Weighted]

Environmental Business Models - Products & Services
Land or wildlife conservation

SE24.1 Tell us more about how your product or service conserves natural resources [Not Weighted]

SE24.2 Which of the following product or service descriptions apply? [Not Weighted]

- Product or services uses sustainable harvest of natural resources or input materials but designed for another purpose (Examples: FSC certified wood/paper, MSC seafood, sustainably harvested brazil nuts, shade-grown coffee, etc.)
- Product or service is designed to preserve natural environments and wildlife through direct conservation/ protection from external degradation (Examples: protected parks, land & wildlife conservation, etc.)
- Product or service is designed to improve natural environments through reforestation or natural wildlife repopulation (Examples: planting trees, efforts to repopulate endangered species, etc.)
- These descriptions do not apply to our company’s product/service (Skip the remainder of this section)

SE24.3 What % of your revenues last fiscal year were from the above products or services? [Not Weighted]

SE24.4 What is the unit of measurement for the key metric tracked to measure impact? (i.e. # of hectares protected, # of wildlife saved, etc.) [Not Weighted]

SE24.5 How many above "units" were conserved/improved in the last fiscal year by your products or services? [Not Weighted]

Toxic/hazardous substance reduction, pollution prevention and remediation

SE25.1 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]

SE25.2 Which of the following product or service descriptions apply? [Not Weighted]

- Product or services uses less toxic/hazardous chemicals or materials than market alternatives but is designed for another purpose (Examples: non-toxic cleaners or chemical products, organic food, integrated pest management for agriculture)
- Product or service is designed to prevent pollution or hazardous discharge (Examples: manufacturing pollution control mechanisms)
- Product or service is designed to remediate environmental damage after discharges to air, land or water or provides innovative technologies that eliminate discharges of concern in industry (Examples: brownfield remediation, oil spill clean-up services)
- These descriptions do not apply to our company’s product/service (Skip the remainder of this section)

SE25.3 What is the average % toxic/hazardous material reduction or pollution prevention (by weight or volume) achieved by the product or service? [Not Weighted]

80%

SE25.4 What % of your revenues last fiscal year were related to the above products? [Not Weighted]

100%

SE25.5 What is the unit of measurement for the key metric tracked to measure impact? (i.e. liters, units sold, metric tonnes of CO2 equivalent, etc) [Not Weighted]

units sold times concentration of hazardous chemical

SE25.6 How many above "units" were replaced/saved/remediated in the last fiscal year by your energy efficient products or services? [Not Weighted]
Disclosure Questionnaire

Industries

DQ1.1 Please indicate if the company is involved in production of or trade in any the following (check all that apply.)

- Yes
- No

- Any product or activity deemed illegal under host country laws or regulations
- Alcohol (excluding beer and wine)
- Commercial logging and logging equipment
- Firearms, weapons or munitions
- Genetically modified organisms
- Pornography
- Tobacco
- 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.

Practices

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

- True
- False

- Company is formally registered in accordance with domestic regulations
- Company facilities are not located adjacent to or in sensitive ecosystems
- Company or company supplier does not employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138)
- Overtime work for hourly workers is voluntary (not compulsory)
- Company or company suppliers do not use any workers who are prisoners
- Company allows workers to freely associate and to bargain collectively for the terms of one's employment

DQ2.2 If you selected "False" above, please provide a detailed explanation of the company's engagement in these practices here.
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."

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DQ3.2 If you selected "False" above, please provide a detailed explanation of the company's experience related to the above statement here.

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.)

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DQ4.2 If you selected "Yes" above, please provide a detailed explanation of the complaint/fine/sanction here.