Office of the Minnesota Secretary of State

Minnesota Public Benefit Corporation / Annual Benefit Report

Minnesota Statutes, Chapter 304A

Read the instructions before completing this form
Must be filed by March 31
Filing Fee: $55 for expedited service in-person or online, $35 if submitted by mail

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.
Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301

1. File Number 1257644300030

2. Corporate Name: (Required) Centered Wealth GBC

3. The public benefit corporation's board of directors has reviewed and approved this report.

4. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required)

See Attached

5. I, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath.

Jina Penn-Tracy

Signature of Public Benefit Corporation's Chief Executive Officer

03/31/26

Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing)

Email Address for Official Notices

Enter an email address to which the Secretary of State can forward official notices required by law and other notices:

info@centered-wealth.com

☑ Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law.

List a name and daytime phone number of a person who can be contacted about this form:

Anya Gage	612-453-1322
Contact Name	Phone Number

Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program.

Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed?
Yes ☐ No ☑

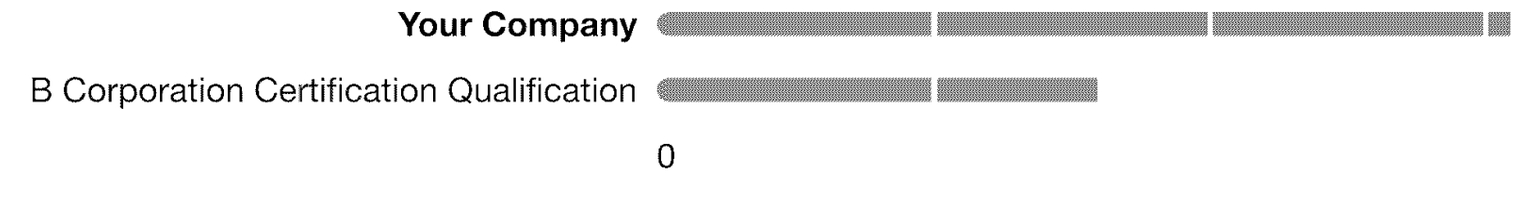
Print Reset

Overall B Impact Score

Centered Wealth GBC

For Fiscal Year End Date: **31 Dec 2025**

154.8



Governance

QUESTIONS ANSWERED	OVERALL SCORE
21/21	**18.2**

Workers

QUESTIONS ANSWERED	OVERALL SCORE
41/41	**38.6**

Community

QUESTIONS ANSWERED	OVERALL SCORE
42/42	**28.8**

Environment

QUESTIONS ANSWERED	OVERALL SCORE
27/27	**8.4**



Customers

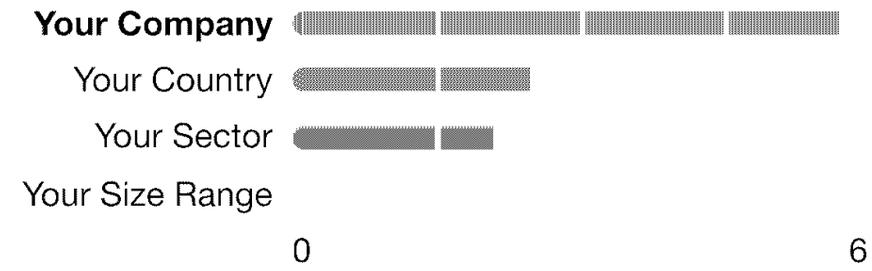
QUESTIONS ANSWERED	OVERALL SCORE
26/26	**60.7**



Mission & Engagement

OPERATIONS

5.7



Level of Impact Focus

Describe your company's approach to creating positive impact.

This is an unweighted question that will not impact your score and is asked only for research/benchmarking purposes.

- ○ Creating positive social or environmental impact is not a focus for our business
- ○ We occasionally think about the social and environmental impact of some aspects of our business, but not frequently.
- ○ We frequently consider our social and environmental impact, but it isn't a high priority in decision-making.
- ○ We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- ◉ We treat our social and environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

Points Available: 0.00

Mission Statement Characteristics

Does your company's formal, written corporate mission statement include any of the following?

A formal written corporate mission statement is one that is either publicly facing or formally shared with the employees of the company. Please check all that apply.

- [ ] No social or environmental commitment
- [x] A general commitment to social or environmental responsibility (e.g. to conserve the environment)
- [x] A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- [x] A commitment to a specific positive environmental impact (e.g. reducing waste sent to landfills through upcycled products)
- [x] A commitment to serve a target beneficiary group in need (e.g. low-income customers, smallholder farmers)
- [ ] We have no written mission statement

Points Earned: 0.75 of 0.75

Mission Statement

Please share the text of your formal mission statement here.

Centered Wealth is an approach to building wealth which actively values the well-being of the body, heart, mind, spirit, community and world.

Points Available: 0.00

Social and Environmental Decision-Making

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

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

- [x] Employee training that includes social or environmental issues material to our company or its mission
- [x] Manager roles with job descriptions that explicitly incorporate social and environmental performance
- [x] Performance reviews that formally incorporate social and environmental issues
- [ ] Compensation and job descriptions of executive team members that include social and environmental performance
- [x] Board of Directors review of social and environmental performance
- [ ] We measure our externalities in monetary terms and incorporate them into our financial balances
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 1.20 of 1.50

Board Review of Social or Environmental Performance

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

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

Points Earned: 1.50 of 1.50

Stakeholder Engagement

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

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

Points Earned: 0.75 of 0.75

Social/Environmental Key Performance Indicators

Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives?

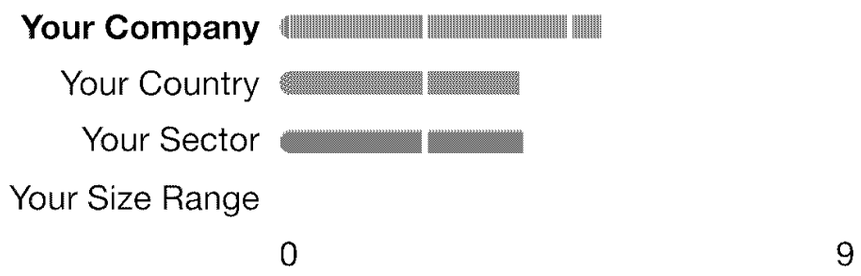
- [x] We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- [x] We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)
- [ ] We don't track key social or environmental performance indicators

Points Earned: 1.50 of 1.50

Ethics & Transparency

OPERATIONS

5.0



Governance Structures

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

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

Points Available: 1.06

Internal Good Governance

How does your company support internal management and good governance?

- [x] We have a formal organizational chart outlining the management and reporting structure of the company
- [x] We have written job descriptions for all employees outlining responsibilities and decision-making authority
- [x] We have management team meetings to plan strategy or make operational decisions
- [x] Other - please describe
- [ ] None of the above

Points Earned: 1.06 of 1.06

Ethics Policies and Practices

What practices does your company have in place to promote ethical decision-making and prevent corruption?

- [x] A written Code of Ethics
- [x] A written whistleblower policy
- [x] We have created internal financial controls
- [x] We have conducted an ethics-focused risk assessment in the last two years
- [ ] Other (please describe)
- [ ] None of the above

Points Earned: 1.06 of 1.06

Reviewed / Audited Financials

Does the company produce financials that are reviewed or audited by the Board, other formal governing body, or independent third party?

- (●) Yes
- ( ) No

Points Earned: 1.06 of 1.06

Company Transparency

What information does the company make publicly available and transparent?

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

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

Points Earned: 0.79 of 1.06

Financial Transparency with Employees

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

Exclude compensation data. Please check all that apply.

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

Points Available: 1.06

Impact Reporting

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

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

Points Earned: 1.06 of 1.06

OPERATIONS

Governance Metrics

0.0

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

Last Fiscal Year

On what date did your last fiscal year end?

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

On what date did your last fiscal year end? 31 Dec 2025

Points Available: 0.00

Reporting Currency

Select your reporting currency

- (●) US Dollar - USD

Points Available: 0.00

Revenue Year Before Last

Total Earned Revenue

From the fiscal year before last

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

From the fiscal year before last 15500009

☐ We do not track this

Points Available: 0.00

Revenue Last Year

Total Earned Revenue

From the last fiscal year

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

From the last fiscal year 158000

☐ We do not track this

Points Available: 0.00

Net Income Last Year

Net Income

From the last fiscal year

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

From the last fiscal year

☑ We do not track this

Points Available: 0.00

Net Income Year Before Last

Net Income

From the fiscal year before last

From the fiscal year before last

☑ We do not track this

Points Available: 0.00

IMPACT BUSINESS MODELS

Mission Locked - Impact Business Model

7.5

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

Mission Lock

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

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

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

Points Earned: 7.50 of 10.00

Workers

OPERATIONS

Workers Impact Area Introduction

0.0

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

Majority Hourly vs. Salaried Workers

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

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

- (●) Fixed Salary
- ( ) Daily or hourly wage

Points Available: 0.00

Use Of Contracted Labor

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

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

- [ ] Yes, some of our labor is contracted to third party subcontractors that manage staff on our behalf
- [ ] Yes, we hire individual independent contractors who are contracted to work greater than 20 hours per week for your company over an indefinite period or longer than 6 months
- [x] We utilize individual independent contractors who do not work greater than 20 hours per week for us over an indefinite period or longer than 6 months
- [ ] None of the above

Points Available: 0.00

Workers Impact Business Model Introduction

Is your company structured to benefit its employees in either of the following ways?

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

- [ ] Ownership structures that provide significant equity (>40%) and empowerment to all employees (e.g. employee-owned companies, cooperatives)
- [x] Providing high quality jobs or professional development for individuals with chronic barriers to employment (workforce development programs)
- [ ] None of the above

Points Available: 0.00

Workers from Chronically Underemployed Populations

Does your company hire workers that can be verified to be from chronically underemployed populations?

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

- ( ) Yes
- (•) No

Points Available: 0.00

of Full Time Workers

Number of Total Full-Time Workers

Current Total Full-Time Workers

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

Current Total Full-Time Workers 5

- [ ] We do not track this

Points Available: 0.00

of Full Time Workers Last Year

Number of Total Full-Time Workers

Total full-time workers twelve months ago

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

Total full-time workers twelve months ago 6

☐ We do not track this

Points Available: 0.00

of Part Time Workers

Number of Total Part-Time Workers

Current Total Part-Time Workers

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

Current Total Part-Time Workers 1

☐ We do not track this

Points Available: 0.00

of Part Time Workers Last Year

Number of Total Part-Time Workers

Total part-time workers twelve months ago

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

Total part-time workers twelve months ago 0

☐ We do not track this

Points Available: 0.00

of Temporary Workers

Number of Total Temporary Workers

Current Total Temporary Workers

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

Current Total Temporary Workers 0

☐ We do not track this

Points Available: 0.00

of Temporary Workers Last Year

Number of Total Temporary Workers

Total temporary workers twelve months ago

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

Total temporary workers twelve months ago 0

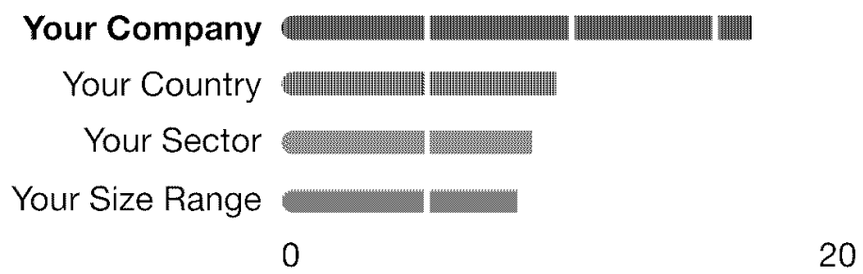
☐ We do not track this

Points Available: 0.00

Financial Security

OPERATIONS

16.3



Lowest Paid Wage

What is the company's lowest wage as calculated on an hourly basis?

Please exclude students and interns in this calculation.

What is the company's lowest wage as calculated on an hourly basis? 22.5

☐ We do not track this

Points Available: 0.00

% of Employees Paid Individual Living Wage

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

Please exclude students and interns in this calculation.

○ <75%
○ 75-89%
○ 90-99%
◉ 100%
○ N/A

Points Earned: 3.20 of 3.20

% of Employees Paid Family Living Wage

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

Please exclude students and interns in this calculation.

○ <75%
○ 75-89%
○ 90-99%
◉ 100%
○ N/A

Points Earned: 3.20 of 3.20

% Above the Minimum Wage

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

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

- ○ 0% - Lowest wage is equivalent to minimum wage
- ○ 1-9%
- ○ 10-29%
- ○ 30-49%
- ○ 50-75%
- ◉ 75%+
- ○ N/A - We do not employ hourly workers

Points Earned: 1.60 of 1.60

Compensation Policies and Practices

Does your company offer any of the following additional financial benefits to non-executive workers?

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

- ☑ Cost of living adjustments that match inflation rates of the country
- ☑ Bonuses or profit-sharing
- ☑ Employee ownership opportunities
- ☐ None of the above

Points Earned: 1.60 of 1.60

Employees Receiving a Bonus

What percentage of full-time and part-time employees, excluding founders and executives, received a monetary bonus in the last fiscal year?

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

Points Earned: 1.20 of 1.60

Significance of Bonuses

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

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

Points Earned: 1.00 of 1.60

% Participation in Employee Ownership

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

Select N/A if your company is a consumer/shared services cooperative, a producer cooperative or a nonprofit.

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

Points Earned: 0.80 of 1.60

% of Company Owned by Non-Executive Employees

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

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

Points Earned: 1.60 of 3.20

Employee Retirement Plan

What kind of Employee Retirement Plan is available for all tenured workers at your company?

Retirement plans may include Pensions, Profit sharing, 401(k), etc.

- [ ] Retirement plan is available with no company match
- [ ] Partial match of 4% or less
- [ ] Partial match greater than 4%
- [x] Full match of 4% or less
- [ ] Full match greater than 4%
- [x] Plan includes Socially-Responsible Investing option
- [ ] Retirement plan is not available for all tenured workers

Points Earned: 1.47 of 1.60

Financial Services for Employees

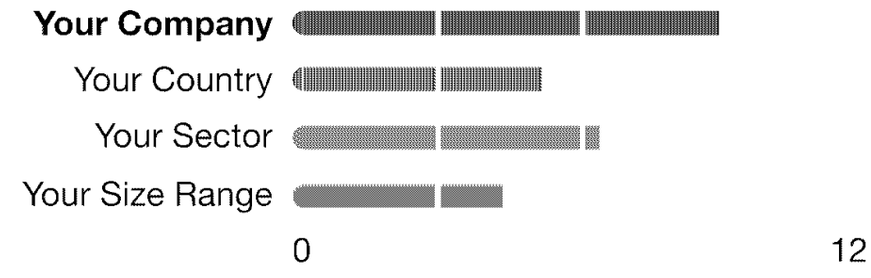
What financial products, programs, or services does your company provide that help to meet financial health needs of hourly employees?

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

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

Points Earned: 0.68 of 0.80

Health, Wellness, & Safety



Healthcare Plan

Your company's healthcare plan available to all full-time workers includes:

Select all that apply.

- [x] Coinsurance of 80%+ covered by healthcare plan
- [x] Company payment of 80%+ of individual premium
- [ ] Company payment of 80%+ of family coverage premium
- [ ] Out-of-pocket maximum for individual coverage of $2000 or less (net of company HSA or equivalent contribution)
- [ ] Annual deductible for individual coverage of $1000 or less (net of company HSA or equivalent contribution)
- [x] Co-payment of $20 or less per primary care visit paid for by worker
- [ ] Prescription drug coverage wherein workers pay $10 or less for generic drugs, $30 or less for brand name drugs, and $50 or less for non-formulary drugs
- [ ] Explicit coverage of transgender-inclusive healthcare
- [ ] None of the above

Points Earned: 2.40 of 4.00

Healthcare Eligibility for Part Time Workers

When do part-time workers become eligible to participate in healthcare plans offered by your company?

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

- [ ] Part-time workers are not eligible at time of hire, but become eligible to participate within their first 6 months of employment
- [x] Part-time workers are eligible to participate at time of hire
- [x] Part-time workers are only eligible if they work more than 20 hours a week
- [ ] Part-time workers are eligible even if they work less than 20 hours a week
- [ ] Part-time workers are not eligible to participate in company-sponsored insurance plans
- [ ] N/A - We don't have part-time employees

Points Earned: 1.50 of 2.00

Workers Participating in Healthcare Plan

On an FTE basis, what percentage of your employees is enrolled in the healthcare coverage previously identified?

Select N/A if workers only receive health care through a national plan.

- ○ <70%
- ○ 70-79%
- ◉ 80-89%
- ○ 90-99%
- ○ 100%
- ○ N/A

Points Earned: 1.00 of 2.00

Supplementary Health Benefits

What additional benefits are offered to all full-time tenured workers?

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

- [x] Dental insurance
- [x] Short-term disability
- [x] Long-term disability
- [x] Structured account mechanism for qualified medical expenses (e.g. HSA, HRA, FSA)
- [x] Domestic partner or civil union spousal benefits
- [x] Life insurance
- [ ] No additional benefits
- [ ] Other - please describe

Points Earned: 4.00 of 4.00

OPERATIONS

Career Development

5.4



Professional Development Policies and Practices

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

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

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

Points Earned: 1.50 of 1.50

Amount of Training for New Hires

What was the average amount of training that a newly hired worker received in the past twelve months?

Use average of both full-time and part-time employees.

- ○ No training
- ○ On-the-job training (one day to one week)
- ○ On-the-job training (one week to one month)
- ◉ Apprenticeship or technical training (over one month)
- ○ N/A - No new hires during the last 12 months

Points Earned: 1.50 of 1.50

Employee Review Process

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

Check all that apply.

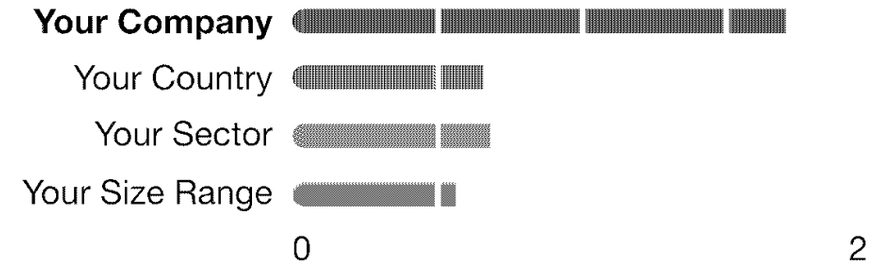
- [x] Process has a regular schedule and is conducted at least annually
- [ ] Peer and subordinate input
- [x] Written guidance for career development
- [ ] Social and environmental goals
- [x] Clearly-identified and achievable goals
- [ ] A 360-degree feedback process
- [x] All tenured employees receive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

Points Earned: 2.40 of 3.00

Career Development (Salaried)

OPERATIONS

1.7



Skills-Based Training Participation

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

Skills-based training to advance core job responsibilities

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

Points Earned: 0.29 of 0.29

Cross-Job Skills Training Participation

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

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

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

Points Earned: 0.29 of 0.29

External Professional Development Participation

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

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

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

Points Earned: 0.57 of 0.57

Subsidized Educational Opportunities

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

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

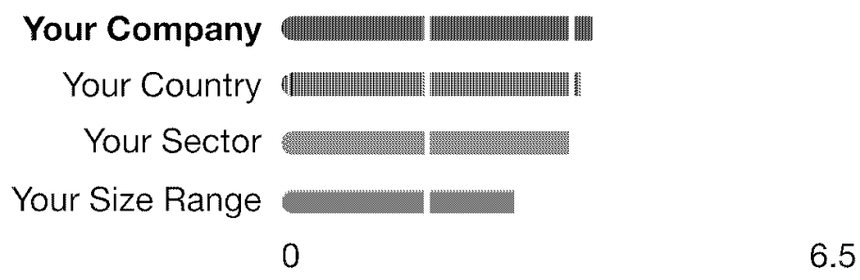
- ○ 0
- ○ 1-5%
- ○ 6-15%
- ◉ 15%+

Points Earned: 0.57 of 0.57

Engagement & Satisfaction

OPERATIONS

3.5



Employee Handbook Information

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

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

Points Earned: 0.43 of 0.43

Paid Secondary Caregiver Leave

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

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

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

Points Earned: 0.69 of 0.87

Supplementary Benefits

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

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

- [ ] On-site childcare
- [ ] Off-site subsidized childcare
- [ ] Free or subsidized meals
- [x] Policy to support breastfeeding mothers
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.87 of 1.73

Worker Empowerment

How does your company engage and empower workers?

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

Points Earned: 0.87 of 0.87

Surveying and Benchmarking Engagement and Attrition

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

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

- [x] We calculate employee attrition rate
- [x] We benchmark employee attrition rate to relevant benchmarks
- [ ] We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- [ ] We benchmark employee satisfaction to relevant industry benchmarks
- [ ] We disaggregate calculations based on different demographic groups to identify trends
- [x] We outperform industry benchmarks on attrition
- [ ] We outperform industry benchmarks on satisfaction
- [ ] None of the above

Points Earned: 0.65 of 0.87

Departed Employees

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

Enter 0 if None.

Number of full-time and part-time workers that departed or left the company in the last twelve months 1

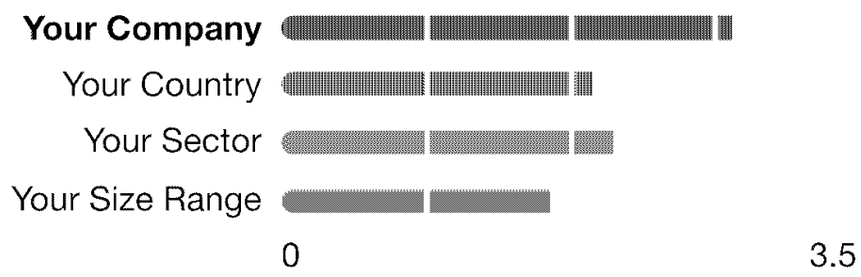
- [ ] We do not track this

Points Available: 0.00

Engagement & Satisfaction (Salaried)

OPERATIONS

2.7



Number of Paid Days Off

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

- ○ 0-15 work days
- ○ 16-22 work days
- ◉ 23-29 work days
- ○ 30-35 work days
- ○ 36+ work days

Points Earned: 0.88 of 1.17

Paid Primary Caregiver Leave for Salary Workers

Which of the following describe the primary parental leave policies for salaried workers, either through the company or government program?

If applicable, please select one answer indicating total time off (answers 1-3), and one answer indicating fully paid time off (answers 4-7).

- ☐ Primary caregivers receive 4-12 weeks of time off for parental leave (including unpaid and paid leave)
- ☑ Primary caregivers receive 13 weeks to 6 months of time off for parental leave (including unpaid and paid leave)
- ☐ Primary caregivers receive more than 6 months of time off for parental leave (including unpaid and paid leave).
- ☐ 4-12 weeks of primary parental leave (or equivalent) is fully paid
- ☑ 13-18 weeks of primary parental leave (or equivalent) is fully paid
- ☐ 19-24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ More than 24 weeks of primary parental leave (or equivalent) is fully paid
- ☐ Primary caregivers receive less than 4 weeks off or no time off for parental leave

Points Earned: 0.70 of 1.17

Attrition Rate for Salaried Workers

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

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

- ○ 20%+
- ○ 11-20%
- ◉ 0-10%

Points Earned: 1.17 of 1.17

Community

OPERATIONS

Community Impact Area Introduction

0.0

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

Community Oriented Impact Business Model

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

Community Oriented Business Models

Is your company structured to benefit community stakeholders in any of the following ways?

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

- [ ] A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- [x] Purchasing fair or direct trade to improve livelihoods for underserved groups in your supply chain
- [ ] A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- [x] A formal standing commitment to donate a significant portion of sales, profits, or ownership to charitable causes (>2% sales, >20% profits/ownership)
- [ ] A community-focused business model that supports and builds the economic vitality of local communities
- [ ] None of the above

Points Available: 0.00

Supporting Low-Income and Small-Scale Suppliers

Does your company source from and/or provide support to low-income and small-scale suppliers (e.g. fair trade certified products, direct trade)?

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

- ○ Yes
- ◉ No

Points Available: 0.00

Formal Charitable Giving Model Commitment

Do you have a formal written standing policy to donate to charitable causes each year?

Answering affirmatively will opt you into additional sections of the BIA.

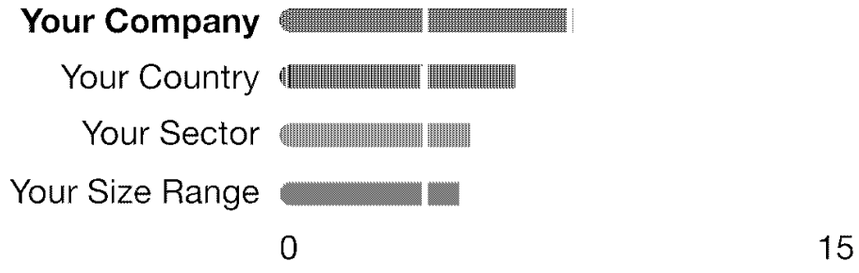
- ◉ Yes
- ○ No

Points Available: 0.00

Diversity, Equity, & Inclusion

OPERATIONS

7.6



Diverse Ownership and Leadership

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

Please select all that apply.

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

Points Earned: 1.03 of 1.03

Creating and Managing Inclusive Work Environments

Which of the following practices does your company have in place around diversity, equity, and inclusion?

- [x] We include a statement in all our job postings with a commitment to diversity, equity, and inclusion
- [ ] We conduct anonymous or "blind" reviews of applications or resumes without attaching names or identifiable characteristics
- [ ] We conduct analyses of our job description language and requirements to ensure they are inclusive and equitable
- [x] We offer trainings for all employees on topics related to diversity, equity, and inclusion
- [ ] We have set specific, measurable diversity improvement goals
- [x] We have conducted a pay equity analysis by gender, race/ethnicity, or other demographic factors and, if necessary, implemented equal compensation improvement plans or policies
- [ ] None of the above

Points Earned: 0.72 of 1.03

Measurement of Diversity

What attributes of a diverse workforce does your company track, either through anonymous surveys or other methods legal in your jurisdiction?

If collecting this type of demographic data is not legal in your jurisdiction, select None of the Above.

- [ ] Socioeconomic status (as determined by low income residence, education level, etc.)
- [x] Race or ethnicity
- [x] Gender
- [ ] Age
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.52 of 1.03

Workers from Ethnic or Racial Minorities

What percentage of your workforce identifies as being from a racial or ethnic minority?

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

Points Earned: 0.86 of 1.03

Women Workers

How many of your non-managerial workers identify as women?

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

Points Earned: 1.03 of 1.03

High to Low Pay Ratio

What multiple is the highest compensated individual paid, inclusive of bonus, as compared to the lowest paid full-time worker?

- ○ >20x
- ○ 16-20x
- ○ 11-15x
- ◉ 6-10x
- ○ 1-5x

Points Earned: 0.78 of 1.03

Female Management

How many of your company managers identify as women?

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

Points Earned: 1.03 of 1.03

Management from Underrepresented Populations

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

If collecting this type of demographic data is not legal in your jurisdiction, select Don't Know.

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

Points Earned: 1.03 of 1.03

Supplier Diversity Policies or Programs

Does your company have any of the following policies or programs in place to promote diversity within your supply chain?

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

Points Earned: 0.26 of 0.52

Supplier Ownership Diversity

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

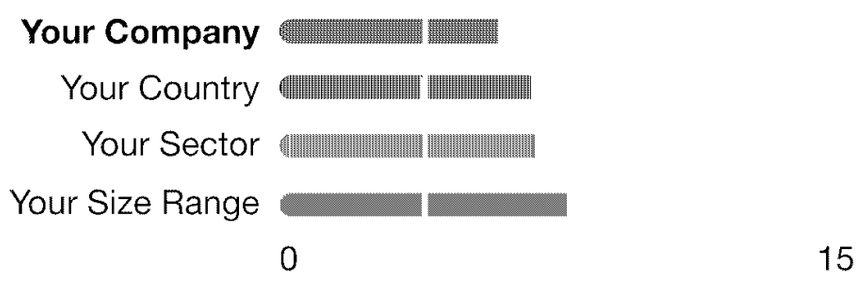
- ○ 0%
- ○ 1-9%
- ◉ 10-24%
- ○ 25-39%
- ○ 40-49%
- ○ 50%+
- ○ Don't Know

Points Earned: 0.39 of 1.03

Economic Impact

OPERATIONS

5.7



Geographic Structure and Scope

We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically.

We have two offices, one in IA and one in MN. We serve clients globally.

Points Available: 0.00

Job Growth Rate

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

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

- (●) 0% (no growth on a net basis)
- ( ) 1-24%
- ( ) 25-49%
- ( ) 50%+

Points Available: 4.29

New Jobs Added Last Year

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

Last twelve months:

Last twelve months: 0

- [ ] We do not track this

Points Available: 0.00

Non-accredited Investor Ownership

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

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

Points Earned: 1.43 of 2.14

Local Ownership

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

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

- ◉ Yes
- ○ No
- ○ Don't know

Points Earned: 2.14 of 2.14

Spending on Local Suppliers

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

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

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

Points Available: 2.14

Impactful Banking Services

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

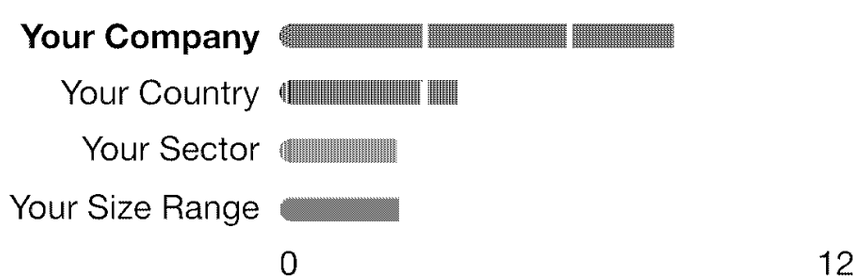
- [x] Certified CDFI or national equivalent social investment organization
- [x] Certified B Corporation
- [ ] Member of the Global Alliance for Banking on Values
- [ ] Cooperative bank or credit union
- [x] Local bank committed to serving the community
- [ ] Independently owned bank
- [ ] None of the above

Points Earned: 2.14 of 2.14

Civic Engagement & Giving

OPERATIONS

8.2



Corporate Citizenship Program

How does your company take part in civic engagement?

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

- [x] Financial or in-kind product donations (excluding political causes)
- [x] Community investments
- [x] Community or pro-bono service
- [x] Advocacy for adopting improved social or environmental policies or performance
- [x] Partnerships with charitable organizations or membership with community organizations
- [x] Discounted products or services to qualified underserved groups
- [x] Free use of company facilities to host community events
- [ ] Equity or ownership in the company granted to a nonprofit
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.96 of 0.96

Community Service Policies and Practices

How does your company manage employee community service?

- [ ] We have hosted or organized company service days in the last year
- [x] The company offers paid time off for community service
- [x] 20 hours or more a year of paid time off
- [ ] Our company monitors and records total volunteer hours
- [ ] Our company has set community service or pro-bono targets
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.96 of 0.96

Total Amount of Volunteer Service Hours

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

This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities.

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

- [x] We do not track this

Points Available: 0.00

Volunteer Service Per Capita

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

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

- ○ 0%
- ◉ .1-.9% of time
- ○ 1-2.4% of time
- ○ 2.5-5% of time
- ○ 5%+ of time
- ○ Don't know

Points Earned: 0.64 of 1.92

Charitable Giving and Community Investment Policies and Practices

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

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

Points Earned: 0.77 of 0.96

Relative Input for Community Investments

If you use an independent methodology to measure total commitment to community investment, what is the equivalent % of revenue contributed in the form of community investment?

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

Points Earned: 1.92 of 1.92

Total Amount of Charitable Donations

Total amount (in currency terms) donated to registered charities in the last fiscal year

Report with the currency specified in "Reporting currency" for this metric.

Total amount (in currency terms) donated to registered charities in the last fiscal year .....

- [x] We do not track this

Points Available: 0.00

% of Revenue Donated

What was the equivalent percentage of revenue donated to charity during the last fiscal year?

Please include tax deductible in-kind donations but do not include pro bono time.

- ○ No donations last fiscal year
- ○ 0.1-0.4% of revenue
- ◉ 0.5-1% of revenue
- ○ 1.1-2.4% of revenue
- ○ 2.5-5%. of revenue
- ○ 5%+ of revenue
- ○ Don't know

Points Earned: 1.54 of 3.84

Policy Advocacy for Social and Environmental Standards

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

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

Points Earned: 0.96 of 0.96

Advancing Social and Environmental Performance

How has your company worked with its stakeholders (including competitors) to improve behavior or performance on social or environmental issues in the past two years?

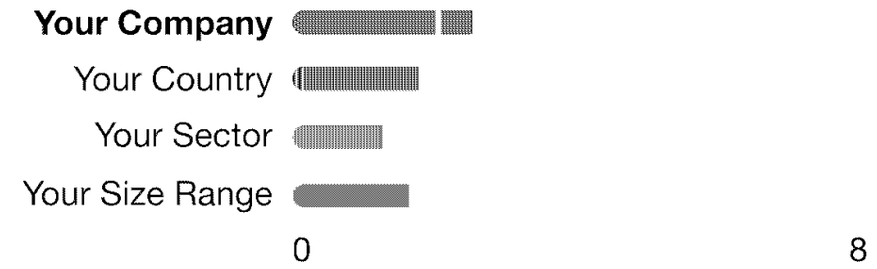
- [x] We have worked with other industry players on a cooperative initiative on relevant social and environmental standards for our industry
- [x] We have provided data or contributed to academic research on social or environmental topics
- [x] We participate in panel presentations or other public forums on social or environmental topics
- [x] We provide public resources for other businesses or stakeholders on improving social or environmental performance
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.48 of 0.48

OPERATIONS

Supply Chain Management

2.5



Significant Supplier Descriptions

Please select the types of companies that represent your Significant Suppliers:

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- [ ] Product Manufacturers
- [x] Professional Service Firms (Consulting, Legal, Accounting)
- [ ] Independent Contractors
- [ ] Marketing and advertising
- [ ] Office Supplies
- [ ] Benefits Providers
- [x] Technology
- [ ] Raw materials
- [ ] Farms
- [x] Other - please describe

Points Available: 0.00

Social or Environmental Screening of Suppliers

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

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

- (•) Yes
- ( ) No

Points Available: 0.00

Supplier Screen Topics

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

Significant Suppliers represent 80% of your company's purchases in currency terms (excluding salaries on payroll and bonuses, rent, utilities, and taxes).

- [x] Compliance with all local laws and regulations, including those related to social and environmental performance
- [x] Good governance, including policies related to ethics and corruption
- [x] Positive practices beyond what is required by regulations (e.g. environmentally-friendly manufacturing process, excellent labor practices)
- [x] Third-party certifications related to positive social and/or environmental performance
- [ ] Other - please describe
- [ ] We have no formal screening process in place

Points Earned: 1.00 of 1.00

Supplier Evaluation Practices

What methods does your company use to evaluate the social or environmental impact of your suppliers?

Only select practices that apply to all your significant suppliers. See "Learn More" for further instructions.

- [ ] We share policies or rules with suppliers but we don't have a verification process in place
- [ ] We require suppliers to complete an assessment we designed
- [x] We use third-party risk or impact assessment tools (Sedex, BIA)
- [ ] We conduct routine audits or reviews of suppliers at least every two years
- [ ] We have third parties conduct routine audits or reviews of suppliers at least every two years
- [ ] Other (please describe)
- [ ] None of the above

Points Earned: 1.00 of 1.00

Outsourced Staffing Services

Does your company outsource support services (staffing) essential to the delivery of your services to other individuals or organizations?

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

- ○ Yes
- ◉ No

Points Available: 0.00

Independent Contractor Practices

What are your company's policies regarding independent contractors that do not work greater than 20 hours per week for your company over an indefinite period or longer than 6 months?

Individual independent contractors who work greater than 20 hours per week for your company over an indefinite period or longer than 6 months should be considered in the Workers section

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

Points Earned: 0.50 of 1.00

IMPACT BUSINESS MODELS

Designed to Give - Impact Business Model

1.5

This IBM section is applicable to companies that have a formal standing commitment to donate significant portions of company profits, revenue, equity, or time to charitable causes.

Designed to Give Description

Are any of the following true regarding your charitable giving structure?

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

- ○ 20% or more of my company is owned by a nonprofit organization
- ○ We are formally committed to donate more than 20% of profits to charity each year.
- ○ We are formally committed to donate the equivalent of 5% of revenues or more to charitable partners each year (including in-kind product donations).
- ○ We are formally committed to donate the equivalent of 5% or more of our time through pro-bono services
- ○ We have created and provide the majority of funding for a nonprofit foundation, of which at least 10% of company profits (or 2% of sales) are donated each year
- ◉ None of the above

Points Available: 12.63

Total Donations

How much was donated during the last fiscal year?

Please respond with the currency selected in "Reporting Currency"

How much was donated during the last fiscal year?

- ☑ We do not track this

Points Available: 0.00

Charitable Giving Practices

Does your company do any of the following?

- ☑ Play a leadership role with recipient charitable organizations (e.g. board or advisory board participation)
- ☑ Use a third-party screen to ensure that recipient organizations meet specific guidelines to qualify for donations
- ☐ Use a third-party screen to ensure that recipient organizations are efficiently allocating resources (e.g. Guidestar, Charity Navigator)
- ☑ Company screens charitable partners based on their own criteria
- ☐ None of the above

Points Earned: 1.58 of 1.58

Defining Outcomes

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.

- ○ Yes
- ◉ No

Points Available: 0.79

Innovative Charitable Giving Practices

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.

We work with nonprofits and Foundation to move their portfolios to Mission-Aligned Investing.

Points Available: 0.00

Environment

OPERATIONS

Environment Impact Area Introduction

0.0

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

Type of Facilities

What kind of facilities does your business primarily operate in?

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

- ○ Company-owned office space
- ◉ Leased office space
- ○ Co-working Space
- ○ Virtual or home offices

Points Available: 0.00

Environmental Business Model

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

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

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

Points Available: 0.00

Description of Positive Environmental Product / Service Impact

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

Our investment portfolios are designed to push for positive change in Environmental, Social and Governance metrics inside of companies and municipalities.

Points Available: 0.00

Environmental Product or Service Impact

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

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

- (●) The impact is created by a revenue-generating product/service line (e.g. selling non-toxic cleaning products, sustainability consultancy)
- ( ) The impact is created by the company's daily operations (e.g. using non-toxic cleaning products in the company's headquarters) and not the core product/service

Points Available: 0.00

Environmental Product Benefits

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

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

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

Points Available: 0.00

Environmental Education / Information Overview

Tell us more about how your product or service educates, quantifies, or provides strategic advise to solve environmental problems

Through activist investing, companies and municipalities are pressured to make choices which lessen their negative environmental impact, or preferrably, make a positive impact.

Points Available: 0.00

Product or Service Focus on Environmental Education

Is environmental education a direct and revenue generating product or service?

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

- (●) Yes
- ( ) No, while we provide environmental education in other ways (through packaging, awareness campaigns, etc.) our product or service does not directly do so

Points Available: 0.00

Environmental Management

OPERATIONS

1.4



Green Building Standards

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

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

Points Available: 1.40

Facility Improvement with Landlord

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

- [x] Energy efficiency improvements
- [ ] Water efficiency improvements
- [x] Waste reduction programs (including recycling)
- [ ] None of the above
- [ ] N/A - Company does not lease majority of facilities

Points Earned: 0.93 of 1.40

Virtual Office Stewardship

How does your company encourage good environmental stewardship in how employees manage their virtual offices?

- [ ] We have a written policy encouraging environmentally preferred products and practices in employee virtual offices (e.g. recycling)
- [ ] Our company shares resources with employees regarding environmental stewardship in home offices (e.g. energy efficiency)
- [ ] We have a policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices
- [ ] Employees are provided with a list of environmentally-preferred vendors for office supplies
- [ ] None of the above
- [x] N/A

Points Available: 2.80

Environmental Management Systems

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

Checkbox 3 can only be selected if Checkbox 2 applies.

- [x] Policy statement documenting our organization's commitment to the environment
- [ ] Assessment undertaken of the environmental impact of our organization's business activities
- [ ] Stated objectives and quantifiable targets for environmental aspects of our organization's operations
- [ ] We have no environmental management system

Points Earned: 0.47 of 1.40

Air & Climate

OPERATIONS

2.6



Monitoring Energy Usage

Does your company monitor, record, or report its energy usage?

Please select one answer option indicating if the company monitors energy use and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

- [ ] We do not currently monitor and record usage
- [ ] We monitor and record usage but have set no reduction targets
- [ ] We monitor usage and have set intensity targets (e.g. relative to dollars of revenue, volume produced, etc.) that are being monitored
- [x] We monitor usage and have set absolute reduction targets regardless of company growth
- [ ] We have met specific reduction targets during the reporting period

Points Earned: 0.50 of 0.67

Total Energy Use

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

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

☑ We do not track this

Points Available: 0.00

Total Renewable Energy Use

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

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

☑ We do not track this

Points Available: 0.00

Renewable Energy Usage

What percentage of energy use is produced from renewable sources?

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

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

Points Earned: 0.21 of 0.33

Low Impact Renewable Energy Use

What percentage of energy use is produced from low-impact renewable sources?

Include electricity and other energy consumption from heating, hot water, etc. Please include both purchased and onsite-generated renewable energy.

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

Points Earned: 0.80 of 1.33

Facility Energy Efficiency

For what systems has your company used energy conservation or efficiency measures for a majority of your corporate facilities (by square feet) in the past year?

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

Points Earned: 0.67 of 0.67

Monitoring Greenhouse Gas Emissions

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

Please select only one answer option indicating if the company monitors greenhouse gas emissions and potentially sets targets (answers 1-4). If the company sets targets and/or achieved carbon neutrality, answers 5 or 6 may apply in addition.

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

Points Available: 0.67

Reducing Impact of Travel/Commuting

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

- [ ] Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- [x] Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- [x] Employees are encouraged to use virtual meeting technology to reduce in person meetings
- [ ] Company has a written policy limiting corporate travel
- [ ] None of the above

Points Earned: 0.33 of 0.67

% GHG Emissions Offset

If your company purchased certified carbon credits in the reporting period, what % of Scope 1 and 2 GHG emissions were offset?

- ○ 0%
- ◉ 1-24%
- ○ 25-49%
- ○ 50-74%
- ○ 75-99%
- ○ 100%
- ○ Don't know
- ○ N/A - No carbon offsets purchased

Points Earned: 0.13 of 0.67

Water

OPERATIONS

0.3



Monitoring and Managing Water Use

Does your company monitor and manage your water usage?

Please select only one answer option indicating if the company monitors water usage and potentially sets targets (answers 1-4). If the company sets targets, answer option 5 may apply in addition.

- [x] We do not currently monitor and record water usage
- [ ] We regularly monitor and record water usage but have not set any reduction targets
- [ ] We monitor and record water usage and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of water usage from baseline year)
- [ ] We regularly monitor and record emissions and have set science-based targets necessary to achieve sustainable usage linked to our local watershed
- [ ] We have met specific reduction targets set during this reporting period

Points Available: 1.00

Water Conservation Practices

What water conservation methods have been implemented at the majority of your corporate offices or plant facilities:

Please check all that apply.

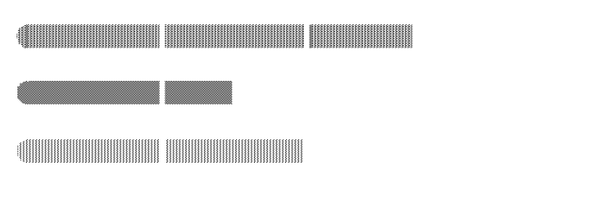
- [x] Low-flow faucets, taps, toilets, urinals, or showerheads
- [ ] Grey-water usage for irrigation
- [ ] Low-volume irrigation
- [ ] Harvest rainwater
- [ ] Other - please describe
- [ ] None of the above
- [ ] N/A - Our company has a virtual office

Points Earned: 0.33 of 1.00

Land & Life

OPERATIONS

2.7



Monitoring and Reporting Non-hazardous Waste

How does your company monitor and manage your waste production?

Please select one answer option indicating if the company monitors waste production and potentially sets targets (answers 1-4). If the company sets targets, answers 5 and/or 6 may apply in addition.

- [x] We do not currently monitor and record waste production
- [ ] We regularly monitor and record waste production but have not set any reduction targets
- [ ] We regularly monitor and record waste production and have set specific reduction targets relative to previous performance (e.g. a 5% reduction of waste to landfill from baseline year)
- [ ] We regularly monitor and record waste produced and have set a zero waste target
- [ ] We have met the specific reduction targets set during this reporting period
- [ ] We produce zero waste to landfill / ocean

Points Available: 1.00

Recycling Programs

Does the company have a company-wide recovery and recycling program that includes the following?

Please check all that apply.

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

Points Earned: 1.00 of 1.00

Hazardous Waste Disposal

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

This includes batteries, paint, electronic equipment, etc.

- (●) Yes
- ( ) No
- ( ) N/A - We have eliminated hazardous waste

Points Earned: 1.00 of 1.00

Chemical Reduction Methods

Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities?

- [x] Non-toxic janitorial products
- [x] Unbleached / chlorine free paper products
- [ ] Soy-based inks or other low VOC inks
- [x] Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- [ ] Other - please describe
- [ ] None of the above

Points Earned: 0.75 of 1.00

IMPACT BUSINESS MODELS

Environmental Education & Information - Impact Business Model 0.0

This IBM section is applicable if your company's products/services promote awareness about important environmental issues or facilitates conservation (e.g. environmental resource guides, research labs)

Environmental Education / Information Description

Which of the following product or service descriptions apply?

Your answer to this unscored question is combined with other answers to automatically calculate your score in this section of the assessment.

- ○ 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)
- ○ 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)

Points Available: 0.00

Customers

OPERATIONS

Customers Impact Area Introduction

0.0

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

Customer Impact Business Model Introduction

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

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

- ◉ Yes
- ○ No

Points Available: 0.00

Customer Focus of Product or Service

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

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

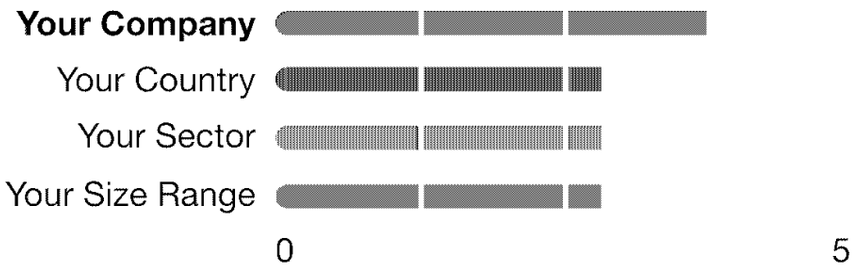
- ○ Yes
- ◉ No, customers support in our ability to produce a positive social/economic impact, but the primary beneficiaries are other stakeholders (i.e. we donate to charities based on sales to customers, we sell fair trade products to our customers, we sell environmentally beneficial products to our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

Points Available: 0.00

OPERATIONS

Customer Stewardship

3.7



Managing Customer Stewardship

Does your company do any of the following to manage the impact and value created for your customers or consumers?

- ☑ We offer product / service guarantees, warranties, or protection policies
- ☑ We have third party quality certifications or accreditations
- ☑ We have formal quality control mechanisms
- ☑ We have feedback / customer service feedback or complaint mechanisms
- ☑ We monitor customer or consumer satisfaction
- ☑ We assess the outcomes produced for our customers through the use of our product or service
- ☑ We have written policies in place for ethical marketing, advertisement, or customer engagement
- ☑ We manage the privacy and security of client / customer data
- ☐ None of the above

Points Earned: 1.25 of 1.25

Monitoring Customer Satisfaction and Retention

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

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

Points Available: 1.25

Managing Product Impacts

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

- [x] Company regularly monitors customer outcomes and well-being
- [x] Company has formal program to incorporate customer testing and feedback into product design
- [x] Company has formal programs in place to continuously improve outcomes produced for customers (including reducing negative effects or increasing positive effects)
- [ ] Other
- [ ] None of the above

Points Earned: 1.25 of 1.25

Data Usage and Privacy

Does your company have any of the following to address data usage and privacy issues?

- [x] Company has a formal publicly available data and privacy policy
- [x] Company makes all users aware of information collected, length of time it is preserved, how it's used, and whether and how it is shared with other entities (public or private)
- [x] All customers have option to decide how their data can be used
- [x] Company's all email list building and email marketing strategies are GDPR compliant
- [ ] Other
- [ ] None of the above
- [ ] N/A - Company does not collect sensitive data

Points Earned: 1.25 of 1.25

IMPACT BUSINESS MODELS

Targeted for Investment - Impact Business Model

20.7

Key metrics on asset under management in microfinance, positive impact, ESG-screened investments and advocacy.

Percent AUM Microfinance Investments Positive Screen

What % of your assets under management are either: 1. invested in community and microfinance investments? 2. invested in positive impact investments?

- ○ 0%
- ○ 1-9%
- ○ 10-24%
- ○ 25-50%
- ◉ >50%
- ○ N/A

Points Earned: 9.33 of 9.33

Percent AUM ESG Screened

What % of your assets under management are invested in investments screened by ESG criteria?

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

Points Earned: 4.67 of 4.67

Percent AUM Negative Screened

What % of your assets under management are invested in negatively screened investments?

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

Points Earned: 2.10 of 2.33

Percent Of AUM Shareholder Advocacy

In total, what % of your assets under management are invested for shareholder advocacy purposes?

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

Points Earned: 4.67 of 4.67

IMPACT BUSINESS MODELS

Investment Criteria - Impact Business Model

19.7

Questions include process, policies and practices on evaluting the social and environmental criteria for investments, allocation of staff time and resources for this purpose, and utilization of third-party ratings.

Formal Process Social Environmental Criteria Review

For what percent of your investments does your company have a formal written process to review potential investments for social and environmental criteria that is discussed in an investment committee review?

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

Points Earned: 6.46 of 6.46

Minimum Bar for Performance

For what percent of your investments is there a minimum bar for investment in terms of social and environmental performance that companies must exceed in order to receive investment?

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

Points Earned: 5.17 of 6.46

Staff Dedicated to Evaluation

Does your company have in-house staff dedicated to evaluating the social and environmental performance of potential and current investments?

- ◉ Yes
- ○ No

Points Earned: 3.23 of 3.23

Third Party Research Used To Measure Performance

Does your company utilize third party research or ratings regarding companies' social and environmental performance?

- ◉ Yes
- ○ No

Points Earned: 1.62 of 1.62

Investment Policies Evaluate ESG Performance

Does your company's investment policies take into consideration how a company's ESG performance affects its financial performance and risk profile?

- (●) Yes
- ( ) No

Points Earned: 1.62 of 1.62

Process To Evaluate Investment Preferences

Does your company have a process in place to determine whether or not funds offered by other companies meet your clients' social and environmental investment preferences?

- (●) Yes
- ( ) No
- ( ) N/A

Points Earned: 1.62 of 1.62

IMPACT BUSINESS MODELS

Leadership & Outreach - Impact Business Model

6.0

Questions include client education and investment policy with clients.

Educates Clients On Mission Performance Of Investments

For what percent of your clients does your company provide education on how to improve the mission performance of their investments?

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

Points Earned: 4.00 of 4.00

Develops Investment Policy With Clients

For what percent of your clients does your company develop a mutually agreed upon investment policy addressing issues regarding social and environmental goals as well as appropriate investment objectives and constraints?

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

Points Earned: 2.00 of 2.00

IMPACT BUSINESS MODELS

Portfolio Management - Impact Business Model

5.7

Questions include monitoring, reporting and improving social and environmental performance of your company's investments.

Formal Process Monitor Performance Of Portfolio

For what percent of your portfolio does your company have a formal process to monitor the social and environmental performance of investments using the same criteria as it does for investment decisions?

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

Points Earned: 2.40 of 2.40

Frequency Of Social Environmental Performance Review

If yes, how often does your company review the social and environmental performance of its portfolio?

- ○ Every quarter
- ◉ Every 6 months
- ○ Annually
- ○ Bi-Annually
- ○ Never

Points Earned: 0.96 of 1.20

Education To Investees

Do you provide education to the management of your investments on how to improve their companies' social and/or environmental performance?

- ◉ Yes
- ○ No

Points Earned: 1.20 of 1.20

Proxy Voting Policy Incorporating Values

For your public investments, does your company have a proxy voting policy that incorporates social and environmental values?

Choose n/a only if your firm does not make any public investments.

- (●) Yes
- ( ) No
- ( ) N/A

Points Earned: 1.20 of 1.20

IMPACT BUSINESS MODELS

Portfolio Reporting - Impact Business Model

4.7

Questions on your annual impact reporting practice, and transparency of proxy voting records and shareholder advocacy.

Portfolio Reporting Broadest Audience

What is the broadest audience that your company shares reports on the social and environmental performance of your portfolio with?

- ( ) Management
- (●) Employees & Investors
- ( ) Broader Public
- ( ) None of the Above

Points Earned: 1.00 of 1.50

Portfolio Reporting At Least Annual

Does your company share reports on the social and environmental performance of its portfolio to the parties mentioned previously at least annually?

Choose N/A only if your company does not report on it social and environmental performance.

- (●) Yes
- ( ) No
- ( ) N/A

Points Earned: 1.50 of 1.50

Transparency Proxy Voting Record

To whom does your company make its proxy voting record transparent ?

Choose n/a only if your company does not have proxy voting record.

- (●) Your clients
- ( ) The public
- ( ) None of the above
- ( ) N/A

Points Earned: 0.75 of 1.50

Transparency To Clients Shareholder Advocacy

Does your company make its shareholder advocacy efforts transparent to its clients?

Choose n/a only if your company does not engage in any shareholder advocacy efforts.

- (●) Yes
- ( ) No
- ( ) N/A

Points Earned: 1.50 of 1.50

Disclosure Questionnaire

Disclosure Industries

Disclosure questions on specific production and trade.

Disclosure Alcohol

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

Alcohol

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Tobacco

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

Tobacco

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Gambling

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

Gambling

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Firearms Weapons

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

Firearms, weapons or munitions

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Pornography

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

Pornography

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Payday, Short Term, or High Interest Lending

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

Payday, short-term, or high-interest lending

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Fossil Fuels

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Mining

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

Mining

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Nuclear Power or Hazardous Materials

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

Nuclear power, radioactive materials or hazardous waste

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Prisons

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

Prisons

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Whole Life Insurance

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

Whole life insurance products

Select "Yes" only if the company earns 80%+ of its revenue from whole life insurance products.

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Volunteer Placement to Orphanages

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

Organizing volunteer programs to orphanages or child care organizations

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Tax Advisory Services

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

Tax advisory services

- (●) Yes
- ( ) No

Points Available: 0.00

Disclosure Animal Products or Services

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

Animal-based products or services (including seafood)

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Genetically Modified Organisms

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

Genetically modified organisms

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

- ( ) Yes
- (●) No

Points Available: 0.00

Disclosure Illegal Products or Subject to Phase Out

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Disclosure Industries at Risk of Human Rights Violations

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Industries

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

We offer tax advisory as a part of financial planning services.

Points Available: 0.00

Disclosure Practices

Disclosure questions on sensitive practices.

No formal Registration Under Domestic Regulations

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Tax Reduction Through Corporate Shells

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

Company uses corporate shells or other structural means, such as establishing multiple corporate entities, to minimize tax payments

- ○ Yes
- ◉ No

Points Available: 0.00

Operates in conflict zones

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

Company operates in conflict zones

- ○ Yes
- ◉ No

Points Available: 0.00

Sale of Data

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

Company sells or provides access to consumer or user data

- ○ Yes
- ◉ No

Points Available: 0.00

Facilities located in sensitive ecosystems

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

Company facilities are located adjacent to or in sensitive ecosystems

- ○ Yes
- ◉ No

Points Available: 0.00

Marketing of Breastmilk Substitutes

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

Marketing of breastmilk substitutes

- ○ Yes
- ◉ No

Points Available: 0.00

Activities against freedom of association/collective bargaining

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

Company has taken a public stance against unionization, has engaged in activities that may be perceived as taking a stance against union organizing, or prohibits workers from freely associating and bargaining collectively for the terms of one's employment

- ○ Yes
- ◉ No

Points Available: 0.00

Employs Individuals on Zero-Hour Contracts

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

Company employs individuals on zero-hour contracts

- ○ Yes
- ◉ No

Points Available: 0.00

Company workers are prisoners

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

Company uses workers who are prisoners

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

Company employs workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) and/or company does not keep personnel records that include evidence of the date of birth of each

- ○ Yes
- ◉ No

Points Available: 0.00

Overtime For Hourly Workers Is Compulsory

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

Overtime work is compulsory and exceeds 48 hours in a week

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Practices

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Does Not Apply

Points Available: 0.00

Disclosure Outcomes & Penalties

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

On-Site Fatality

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Litigation or Arbitration

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

Litigation or arbitration against company either ongoing, settled, or found against the company

- ○ Yes
- ◉ No

Points Available: 0.00

Company has filed for bankruptcy

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

Company has filed for bankruptcy

- ○ Yes
- ◉ No

Points Available: 0.00

Bribery, Fraud, or Corruption

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

Bribery, fraud, or corruption

- ○ Yes
- ◉ No

Points Available: 0.00

Anti-Competitive Behavior

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

Anti-competitive behavior

- ○ Yes
- ◉ No

Points Available: 0.00

Financial Reporting, Taxes, Investments, or Loans

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

Financial reporting, tax payments, investments, or loans

- ○ Yes
- ◉ No

Points Available: 0.00

Political Contributions or International Affairs

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

Political contributions or international affairs

- ○ Yes
- ◉ No

Points Available: 0.00

Labor Issues

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

Labor issues (including safety and discrimination)

- ○ Yes
- ◉ No

Points Available: 0.00

Breaches of Confidential Information

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

Breaches of individual privacy and/or losses of individual confidential data

- ○ Yes
- ◉ No

Points Available: 0.00

Significant Layoffs

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

Company has had layoffs of more than 20% of the workforce

- ○ Yes
- ◉ No

Points Available: 0.00

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

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Large Scale Land Conversion, Acquisition, or Relocation

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Penalties Assessed For Environmental Issues

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

Environmental management penalties, including animal welfare

- ○ Yes
- ◉ No

Points Available: 0.00

Violation of Indigenous Peoples Rights

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Other Disclosure Outcomes & Penalties

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

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

- ○ Yes
- ◉ No

Points Available: 0.00

Company Explanation Of Disclosure Item Flags

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

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

Does Not Apply

Points Available: 0.00

Supply Chain Disclosure

Suppliers in Conflict Zones

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

Operation in conflict zones

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Social Impact

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

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

- ◉ Yes
- ○ No
- ○ Don't Know

Points Available: 0.00

Suppliers Negative Environmental Impact

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

Practices or outcomes that produced substantial negative environmental impact

- ○ Yes
- ◉ No
- ○ Don't Know

Points Available: 0.00

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Steve Simon
Secretary of State