

# Plum Organics Assessment (2015-02-05)

Version: Wholesale/Retail Track / 50-249 Employees / Developed Market

Plum, PBC is a wholly owned subsidiary of Campbell Soup Company. As a wholly-owned subsidiary, it is required to make its full B Impact Assessment transparent for B Corporation Certification. Every other year, Plum has voluntarily elected to make its assessment answers transparent as its public benefit report. Questions that state last fiscal year refer to August '13-August '14; all other questions refer to calendar year 2014 or point in time data. Answers to questions that would reveal sensitive information (e.g. that would advantage competitors or prejudice legislation) are not disclosed and labelled as such:

# Governance

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## Corporate Accountability

### Mission & Engagement

- GV2.1 Select the description that best describes your business. This is an unweighted question that will not impact your score, and is asked only for research/benchmarking purposes. [Not Weighted]
- Positive social/environmental impact is desirable, but not a particular focus for our business.
  - Social and environmental impact is frequently considered, but it isn't a high priority.
  - We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
  - We treat our social/environmental impact as a primary measure of success for our business, and prioritize it even in cases where it may not drive profitability.
  - We consider social and environmental impact in some aspects of our business, but infrequently.
- GV2.2 Does your company have a corporate mission statement, and does it include any of the following? Check all that apply. [Less Weighted]
- No written statement
  - A written corporate mission statement that does not include a social or environmental commitment
  - A commitment to social impact (e.g. poverty alleviation, sustainable economic development)
  - A commitment to environmental stewardship and conservation
  - A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)
- GV2.3 Please type or paste your mission statement here. [Not Weighted]
- The public benefits to be promoted by the Corporation include the delivery of nourishing, organic food to our nation's little ones and raising awareness and advancing solutions for childhood hunger and malnutrition in the United States.
- GV2.4a Which type of employee training does your company provide regarding its social and environmental mission? Check all that apply: [Equally Weighted]
- No social or environmental mission
  - No training on the company's social and environmental mission
  - Only informal inclusion in orientation, training and/or instruction
  - Specific, formal training integrated into new employee and new manager training
  - Specific, formal training integrated into ongoing employee and manager training
  - Workers articulate goals and achievements on social and environmental metrics as an individual or part of a workplace team
  - All supervisors and managers receive training on how to communicate social and environmental goals to employees and implement accountability for results

- GV2.4b Does the Board of Directors or other governing body review the company's social and environmental performance on at least an annual basis to determine if you are meeting your social or environmental objectives? [Equally Weighted]
- No
  - Yes - The Board receives a general update on the company's social and/or environmental performance
  - Yes - The Board reviews key performance indicators (KPIs) on the company's social and/or environmental performance
  - N/A - No Board of Directors or other governing body
- GV2.6 What proportion of full-time managers have social or environmental mission-related responsibilities or expectations outlined in their job description? [Equally Weighted]
- 0%
  - 1-49%
  - 50-99%
  - 100%
- GV2.7 What portion of management had a formal written performance evaluation/review in the last year that included social and/or environmental goals? [Equally Weighted]
- 0%
  - 1-24%
  - 25-49%
  - 50-74%
  - 75%+
- GV2.8 Is the compensation of your CEO and those who directly report to CEO tied to achieving specific social and environmental metrics or objectives? Please check all that apply. [Equally Weighted]
- No
  - Yes, CEO/President compensation
  - Yes, other senior management team member(s) compensation
- GV2.8a In the last year, how did the company solicit specific feedback from its stakeholders (excluding employees and investors) regarding the company's social and environmental performance? Check all that apply: [Less Weighted]
- No formal stakeholder engagement
  - Annual stakeholder meeting
  - Online stakeholder forum (e.g. social media or blogs with public comments enabled)
  - Third party or anonymous surveys
  - Other (please describe)
- GV2.10 Are there key performance indicators (KPIs) or metrics that your company tracks on at least an annual basis to determine if you are meeting your social or environmental objectives? [Equally Weighted]
- We don't track key social or environmental performance indicators
  - We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
  - We measure social and environmental outcomes over time (examples: 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

## Governance

- GV3.1a Beyond the management team, does the company have the following governance structures in place? [Less Weighted]
- None (Owner/Manager governed)
  - Advisory Board
  - Board of Directors/Governing Body

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

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

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

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

## Ethics

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

- None
- IT systems have different password protection systems that are changed periodically with different access levels according to the position of the staff member accessing the data
- Fraud risk assessment is conducted at least annually and any internal control deficiencies identified are communicated to BoD and senior management.
- Lines of financial reporting, responsibilities and limits for the authorization, approval and verification of disbursements are all documented in writing
- Documented financial control activities at the minimum cover controls around cash disbursement, accounts receivable, accounts payable, and inventory management.

GV4.3a Which of the following anti-corruption reporting and prevention systems are in place? [Equally Weighted]

- Written employee whistle-blowing policy provides legal protection to workers, with strict confidentiality easily accessible and circulated to all employees
- Helpline or anonymous mechanism to report grievances/concerns
- Individual or department oversight with direct access to Board of Directors
- Other (please describe)
- None of the above

GV4.4 Which of the following describes how your company instructs employees regarding your Code of Ethics about behavioral expectations, bribery and corruption? Check all that apply. [Equally Weighted]

- No Code of Business Conduct (or equivalent policy) or training on the Code
- We instruct the Board of Directors on the Code at least annually
- We instruct all newly hired workers on the Code
- We instruct managers on the Code on an on-going basis
- We instruct all non-managerial workers on the Code on an ongoing basis
- We communicate changes to the Code whenever it is updated
- Other (please describe)

GV4.7 Is there an annual conflict of interest questionnaire filled out by all board members (or members of the governing body) and officers? Please choose N/A if your company has no governing body. [Less Weighted]

- Yes  No  N/A

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## Transparency

### Transparency

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

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

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

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

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

- Yes  No

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

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

Answer Details: Our B Impact Assessment is made public and we use this for our Public Benefit Corp Status reporting as well. This is our public facing mission report.

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

- Yes  No

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

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

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## Governance Metrics

### Governance Metrics

GV1.1 On what date did your last fiscal year end? [Not Weighted]

8/3/2014

GV1.2 Reporting currency [Not Weighted]

- US Dollar - USD

GV1.3 Total Earned Revenue

From the last fiscal year

Sensitive

From the fiscal year before last

Sensitive

GV1.4 EBIT (Earnings Before Interest & Taxes)

From the last fiscal year

Sensitive

From the fiscal year before last

Sensitive

GV1.5 Net Income

From the last fiscal year

Sensitive

From the fiscal year before last

Sensitive

## Workers

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### Worker Metrics

#### Worker Metrics

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

Yes  No

WR1.2 Number of Total Full-Time Workers

Current Total Full-Time Workers 93.00

Total Full-Time Workers 12 months ago 75.00

WR1.3 Number of Total Part-Time Workers

Current Total Part-Time Workers 1.00

Total Part-Time Workers 12 months ago 0.00

WR1.4 Number of Total Temporary Workers

Current Total Temporary Workers 9.00

Total Temporary Workers 12 months ago 6.00

WR1.7 Select from the list below any compensation structures used to pay employees. [Not Weighted]

- Annual Salary
- Hourly Salary
- Performance / Project based Contract (i.e. Independent Contractor)
- Tips + Hourly Wage
- Commission + Base Salary
- Tips / Commissions / Bonuses that account for >80% of income

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### Compensation, Benefits & Training

#### Compensation & Wages

WR2.1 Total Wages (including bonuses) [Not Weighted]

**Sensitive**

WR2.2 What is the company's lowest wage (calculated on an hourly basis)? Please exclude students and interns in this calculation. [Not Weighted]

**Sensitive**

WR2.5 What % above living wage did your lowest-paid full-time, part-time, temporary workers and independent contractors (excluding interns) receive during the last fiscal year? If workers are paid at or below living wage, select 0%. [Equally Weighted]

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

WR2.7a What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker? [Equally Weighted]

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

WR2.9a Based on a company referenced compensation study in the past 2 years, how does your company's compensation structure (excluding executive management) compare with the market? [Equally Weighted]

Sensitive

WR2.10 Which of the following are true about the company's bonus plan: [Less Weighted]

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

Answer Details: This answer refers to the present calendar year vs. FY14.

WR2.12 What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year? [Equally Weighted]

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

Answer Details: The answer refers to FY2014, which is from August'13-August'14.

## Compensation & Wages (Salaried)

WR2.8a What was the average % increase in wage/salary (per capita) paid to non-executive workers in the last fiscal year? [Equally Weighted]

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

WR2.11a In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? Please select 0% if your company did not have bonuses issued. [Equally Weighted]

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

## Worker Benefits

WR3.1a Does the company's healthcare plan available to all full-time workers include any of the following practices? Select all that apply. [Heavily Weighted]

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

WR3.3 At what juncture do your part time/flex time employees qualify for full time health care benefits? [Equally Weighted]

- No benefits beyond what is provided under national law
- 30+ hours per week
- 25-30 hours per week
- 20-24 hours per week
- 15-19 hours per week
- <15 hours per week
- N/A - Company has no part-time/flex-time employees

WR3.5 What % of hourly and salaried part-time workers who work more than 20 hours a week are enrolled in the private healthcare plan offered by your company? [Equally Weighted]

- Company does not have an active health insurance plan
- 0%
- 1-39%
- 40-59%
- 60-79%
- 80%+
- N/A - No part-time workers

WR3.6a Is there an Employee Retirement Plan, e.g., Pension, Profit Sharing, 401(k), available for all tenured workers (tenured as defined as with the company for 1+ years for salaried workers and 1,000+ hours for hourly workers) that is: [Equally Weighted]

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

WR3.12 What additional benefits are offered to full-time tenured workers (tenured defined as with the company for 1+ years or life of the company)? [Heavily Weighted]

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

Other: Adoption assistance

## Worker Benefits (Salaried)

WR3.7a What is the minimum number of paid days off (including holidays) provided annually to full-time tenured workers (defined as those with the company for 1+ years or life of company)? [Equally Weighted]

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

Answer Details: 15 days of PTO, 11 Holidays

WR3.8a What is the minimum number of days of paid maternity leave offered to salaried workers? Only include leave that is equivalent to 100% post-tax salary, either paid by your company, insurance or government programs. Include in your calculation leave that is required by government and any additional leave that is provided by your company. [Equally Weighted]

- None
- 1-29 days
- 30-59 days
- 60-89 days
- 90-119 days
- 120+ days

WR3.9 What is the minimum number of days of paid paternity leave offered to full-time tenured workers (tenured defined as with the company for 1+ years or life of the company)? This only includes leave that is 100% paid, either by your company or by government programs. [Less Weighted]

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

WR3.10 What is the minimum amount of severance (excluding employees terminated with cause) offered in practice and in writing to all full-time tenured workers (tenured defined as with the company for 1+ years or life of the company)? [Less Weighted]

- <2 weeks
- 2-4 weeks
- 5-6 weeks
- 7+ weeks

## Training & Education

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

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

WR4.5 How many paid days of professional development do the majority of full time workers receive (in a single year)? [Equally Weighted]

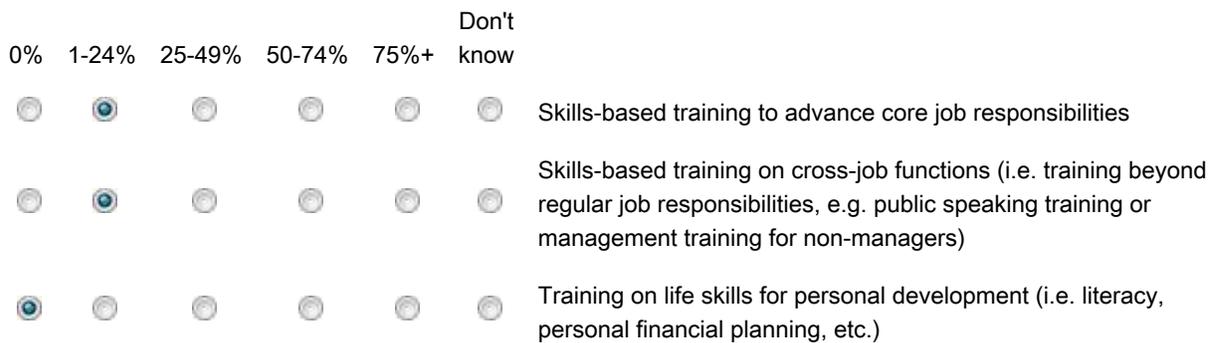
- No formal policy
- 0 days
- 1-4 days
- 5-9 days
- 10+ days

WR4.6 Do new and existing managers get regular training and coaching on the following (check all that applies): [Equally Weighted]

- Providing ongoing praise and corrective feedback
- Conflict negotiation and resolution
- Group dynamics and optimal team functioning
- Performance evaluation systems
- Other (please describe)
- None of the above

### Training & Education (Salaried)

WR4.2a Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?



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

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

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

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

WR4.8a For what % of terminated full-time employees (excluding those terminated for cause) are formal outplacement services provided? [Less Weighted]

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

## Worker Ownership

### Worker Ownership

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

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

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

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

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

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

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## Work Environment

### Management & Worker Communication

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

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

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

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

WR6.3a If your company has conducted an employee satisfaction / engagement surveys conducted within the past 2 fiscal years, what percent of your employees are 'Satisfied' or 'Engaged'? Select N/A if your company has not conducted an employee engagement survey in the past 2 years. [Heavily Weighted]

N/A  <65%  65-90%  >90%

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

- Retention and turnover metrics
- Diversity metrics
- None

Answer Details: We will be conducting an annual survey in January. However, this hasn't happened yet, so we don't have the results of the survey available.

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

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

Answer Details: We don't have a formal written termination policy.

### Management & Worker Communication (Salaried)

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

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

### Job Flexibility/Corporate Culture

WR7.5 Do company policies support any of the following health and wellness initiatives above insurer-provided programs? Check all that apply. [Equally Weighted]

- Company does not offer any formal health and wellness initiatives
- Company sponsors and encourages workers to participate in health and wellness activities during work week (i.e. walking or steps programs)
- Company offers incentives for workers to complete health risk assessment or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership, etc.)
- Over 25% of workers have completed a health risk assessment in the last 12 months
- Employees have access to behavioral health counseling services, web resources or Employee Assistance Programs
- Spouses, partners, or children of employees provided access to behavioral health counseling services, web resources or Employee Assistance Programs
- Company has policies and programs in place to prevent ergonomic-related injuries in the workspace
- Management receives reports on aggregate participation in worker wellness programs
- Other (please describe)

Other: Company sponsored 5k

### Job Flexibility/Corporate Culture (Salaried)

WR7.2a Does the company offer any of the following job flexibility options, whenever feasible, in writing and in practice for the majority of workers? Please check all that apply. [Equally Weighted]

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

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

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

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

- Onsite childcare
- Offsite subsidized childcare
- Counseling services
- Free or subsidized meal
- Other (please describe)
- None

Other: Subsidized gym membership, healthy snacks in office, pumping room

WR7.6b Are career development and promotion policies and practices written and explicitly communicated? Please choose all that apply. [Less Weighted]

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

## Occupational Health & Safety

WR8.4 Does the company have any of the following practices with regards to management's commitment to worker health and safety? [Equally Weighted]

- Written safety and health policy to minimize on-the-job employee accidents and injuries
- Safety and health integrated into overall management planning process and workers are involved in safety planning, resource allocation, audits, etc.
- Safety and health concerns communicated through regular safety and health trainings
- Specific safety and health program goals and objectives, with specific indicators to measure progress
- Senior management addresses safety issues through written word or in company gatherings at least quarterly
- Formal safety reporting system for employees to submit their safety concerns
- Safety procedures easily accessible for all on site personnel, including workers, non-managerial staff, visitors
- Participation in an external program demonstrating commitment and excellence in safety and health (e.g. Voluntary Protection Program)
- N/A - No manufacturing or wholesale facilities
- None of the above

WR8.5 Which of the following is included in your company's practices related to inspections/audits: [Equally Weighted]

- Written procedure for performing safety and health inspections
- Routine safety and health inspections at least quarterly
- Information discovered through analyses is used to improve safety processes (e.g. baseline hazards analysis, accident/incident analysis, employee concerns, sampling results from inspections)
- Results of the routine inspections are documented
- Inspection reports clearly indicate what needs to be corrected with documented accountability for closure
- N/A - No manufacturing or wholesale facilities
- None of the above

## Community

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### Community Practices

#### Job Creation

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

Last 12 months: 37.00

Prior 12 months: 18.00

CM2.2b By what % has your worker base grown over the last 12 months? [Heavily Weighted]

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

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

Sensitive

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

Sensitive

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

Sensitive

< youth,

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

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

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

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

## Diversity

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

69.00

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

0%	1-9%	10-24%	25-49%	50%+	Don't know	
<input type="radio"/>	<input checked="" type="radio"/>	Women and/or individuals from underrepresented populations, including low-income communities				
<input type="radio"/>	<input checked="" type="radio"/>	Nonprofit organization(s)				
<input type="radio"/>	<input checked="" type="radio"/>	Non-accredited investors				

CM3.3 Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women

Low income communities

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

CM3.5 What % of the members of your Board of Directors or other governing body are women or individuals from other underrepresented populations? [Equally Weighted]

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

CM3.6 Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women

Low income communities

Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)

CM3.7 What % of management are women and/or individuals from underrepresented populations, including low-income communities? [Equally Weighted]

## Sensitive

CM3.8 Optional unweighted metrics: Approximately what % of management is from the following groups?

Women

Low income communities

Other underrepresented populations (eg - minorities, LGBT community, individuals with disabilities, etc.)

CM3.9 Does the % of ethnic minorities employed in your company equal or exceed the % of ethnic minorities in your metro area (based on census or other government demographic data)? [Equally Weighted]

Sensitive

CM3.10 What is the ratio of average compensation of women versus men in managerial and non-managerial roles in the company?

<0.8 (0 - 0.79)	0.8+ (0.8 - 0.94)	0.95+	Don't know	N/A - Only one gender represented	
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Managers
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-managers

CM3.11 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? [Equally Weighted]

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

CM3.12 Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations? [Less Weighted]

Yes  No

## Civic Engagement & Giving

CM4.1a Does your company have a formal corporate citizenship program (with allocated resources) in place that includes the following: [Equally Weighted]

- Statement on the intended social or environmental impact of company's charitable contributions
- Cash and in-kind donations (excluding political causes)
- Volunteer and pro bono service
- Formal donations commitment (e.g. 1% for the planet)
- Matching individual workers' charitable donations
- Allowing workers and/or customers to select charities to receive company's donations
- Other (please describe)
- None of the above

Other: The Full Effect Program

CM4.2a Are full-time employees granted in writing any of the following paid or non-paid time-off hours options for volunteer service? [Equally Weighted]

- Non-paid time off
- Paid time off
- 20 hours or more a year of paid time off
- Do not offer paid or non-paid time off

Answer Details: In writing?

CM4.3 What % of employees took paid time off for volunteer service last year? [Equally Weighted]

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

CM4.4 Does your company monitor and record volunteer hours of company workers? [Less Weighted]

- We do not currently monitor and record our hours contributed
- Our company monitors and records hours contributed (no increase targets)
- Our company monitors hours contributed and has specific increase targets
- Our company monitors hours contributed and has met specific increase targets during the reporting period

CM4.5 Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year. This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities. [Not Weighted]

115.00

CM4.6b What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? Calculate using a 2000-hour work year: Total Hours Donated / (# FTE \* 2000 hours) [Equally Weighted]

- 0%
- 0.1-0.5% of time
- 0.6-1% of time
- 1.1-2% of time
- >2% of time
- Don't know / not monitored

CM4.7 Total amount (in currency terms) donated for charitable-giving purposes during the last fiscal year. Report with the currency specified in GV1.2 for this metric. [Not Weighted]

3,850,913.98

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

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

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

Convoy of Hope; Conscious Alliance; Homeless Prenatal Program; Baby Buggy; Children's Hospital Oakland, Healthy Child, Healthy World; Green Halloween; Stroller Strides; Sustainable Food Trade Association; OSC2

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

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

Other: The Full Effect is Plum's program dedicated to nourishing little ones in need. We create fresh run product for donation, and donate any excess core products to our five non-profit partners in the US. We launched a buy/give product that generates donations

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

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

Answer Details: B Corp Legislation?

## Local Involvement

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

Our primary headquarters are in the Bay Area. We have less than 10% of staff in NYC.

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

- Yes  No  Don't know

Answer Details: We're a wholly owned subsidiary of a publicly owned company- I don't think this question applies or can be answered.

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

- 0%   1-19%   20-39%   40-59%   60%+   Don't know
- Cost of Goods Sold (excluding labor)

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

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

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

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

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

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

## Suppliers, Distributors & Product

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

Our significant suppliers are companies that we source ingredients from, co-manufacture with, and provide logistics and storage.

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

Yes  No

CM6.4 What is the social and environmental screen that is used for a majority of your company's Significant Suppliers: [Equally Weighted]

- No formal screening process in place
- Screened for specific negative practices (e.g. no child labor, no negative environmental impacts)
- Screened for positive practices (environmentally-friendly manufacturing process; excellent labor practices, etc)

CM6.5a When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply? [Equally Weighted]

- No formal supplier monitoring and evaluation process
- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- Company visits a majority of Significant Suppliers on-site

CM6.6a What is the average tenure of your relationships with Significant Suppliers? [Equally Weighted]

- Less than 12 months
- 13-36 months
- 37-60 months
- 61 months or more
- Don't know

CM6.7a Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance? This may include policies on Fair Trade. [Equally Weighted]

- Yes
- No

CM6.8a In the cases where suppliers were not yet adhering to the supplier code of conduct, which of the following remediation practices have been implemented before determining whether to terminate relationship? [Equally Weighted]

- Company has fully disclosed to the public any material breaches of conduct by suppliers that have occurred in the past 5 years
- Company formulated a corrective action plan with suppliers with goals and timeline for improvement
- Company provided training and education to address non-compliance and poor performance
- Company required a time period for suppliers to make changes to adhere to code of conduct or otherwise terminated contract
- N/A - No Supplier Code of Conduct
- None of the above

Answer Details: All of our suppliers are adhering to our supplier code of conduct. We've had no need to take any action.

CM6.9 Which suppliers are assessed for Supplier Code of Conduct compliance at least every other year? Check all that apply. [Heavily Weighted]

- All primary suppliers of core products or principal raw materials
- All primary suppliers of non-core products
- All sub-contractors responsible for the majority of an order
- None
- N/A - No Supplier Code of Conduct

CM6.11 What % of Significant Suppliers (on currency basis) are made transparent on the company's website? [Equally Weighted]

- 0%
- 1-49%
- 50-79%
- 80%+
- Don't know

CM6.12a What % of Significant Suppliers (on currency basis) are subjected to regular quality assurance reviews or audits? [Equally Weighted]

- 0-49%
- 50-62%
- 63-75%
- >75%

CM6.13 Do you have a program that identifies suppliers in need of support, education and/or training? If so, which of the following characteristics apply to your program? [Equally Weighted]

- Company reviews all Significant Suppliers for potential training needs
- Company has a formal education and support program for selected Significant Suppliers
- Company sets goals and expectations with suppliers to improve their social and environmental performance
- Company provides incentives for suppliers with strong social and environmental performance
- Other (describe)
- No formal supplier development program

CM6.16a Does the company have any of the following independent contractor communication channels? [Equally Weighted]

- Formal routine process to provide independent contractors post-project or post-contract performance feedback
- Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- None of the above
- N/A - No independent contractors used

CM6.21 What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers with a third party company level certification or approval? [Equally Weighted]

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

Answer Details: All fruit is 100% certified organic.

CM6.22a During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)? For service providers, what % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist. [Equally Weighted]

- 0%  1-9%  10-24%  25-74%  75-99%  100%  Don't know  N/A

Answer Details: Organic Certification

CM6.23a Do you use an established methodology (PDSA, Six Sigma, DMAIC, TQM, Zero Defects, etc.) to manage quality assurance issues? [Equally Weighted]

- Yes  No

## Environment

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### Environmental Practices

#### Land, Office, Plant

EN2.2a What % of company facilities (by square feet, both owned by company or leased) are LEED certified, satisfy the requirements of the Living Building Challenge, or other accredited green building programs? Select N/A if your company utilizes virtual office. [Equally Weighted]

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

EN2.3a What % of the square footage of all company facilities is located in previously constructed buildings? Select N/A if your company utilize virtual office. [Equally Weighted]

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

EN2.4 Does the company use a company wide recovery and recycling program that includes the following? Please check all that apply. [Equally Weighted]

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

EN2.6a Does your company have an environmental management system that includes any of the following? Check all that apply. [Heavily Weighted]

- Policy statement documenting the organization's commitment to the environment
- Assessment undertaken of the environmental impact of the organization's business activities
- Stated objectives and targets for environmental aspects of the organization's operations
- Programming designed, with allocated resources, to achieve these targets
- Periodic compliance and auditing to evaluate programs conducted
- None of the above

EN2.10 Does your company measure and manage the following environmental inputs and outputs in a context-based manner? [Equally Weighted]

- Water
- Solid waste
- Greenhouse gas (GHG)
- None of the above

EN2.11b Has your company integrated the principles of environmental considerations into the design of products and services? (See help text for a more formal definition and examples of Design for the Environment, DFE.) [Equally Weighted]

Yes  No

Answer Details: Preserve Program?

EN2.12 Which of the following chemical reduction methods have been implemented at the majority of your corporate facilities on a consistent basis? [Equally Weighted]

- Non-toxic janitorial products
- Unbleached / chlorine free paper products
- Soy-based inks or other low VOC inks
- Organic or sustainable kitchen products
- Other (please describe)
- None of the above

EN2.15 Does the company have a written and circulated environmentally preferable purchasing (EPP) policy that includes any of the following? [Equally Weighted]

- Building and construction
- Carpets
- Cleaning
- Electronics
- Fleets
- Food or food services
- Landscaping
- Meetings and conferences
- Office supplies
- Paper
- Product input materials
- Other (please describe)
- N/A - No environmentally preferable purchasing policy

EN2.16 What of the following recycled/sustainable input materials products are purchased for the majority of office use? [Equally Weighted]

- Recycled/sustainable input office supplies (paper, pens, notebooks, etc.)
- Reclaimed/reused office furniture
- Reusable/compostable catering supplies
- Other (please specify)
- None of the above

EN2.17 What % of your company's printed materials use recycled paper content, FSC certified paper, or soy-based inks? Select N/A if your company does not have any printed materials or have achieved a paperless office. [Equally Weighted]

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

EN2.18 Does your company have a formal program or policy in place to reduce the environmental footprint caused by commuting? Examples include use of public transportation, carpooling, biking, virtual office, telecommuting, etc. [Equally Weighted]

- Yes  No

EN2.19 Has the company implemented written policies that reduce corporate travel, thereby lowering its carbon footprint? [Equally Weighted]

- Yes, company has written policy limiting corporate travel
- Yes, company uses web/virtual meeting technology or other strategies to reduce in-person meetings
- No, company does not have any of the above travel policies or practices
- N/A - Company does not engage in any business-related travel

EN2.20 Does the company monitor indoor environmental quality to ensure a healthy and comfortable work space, avoiding "Sick Building Syndrome"? Select N/A if you have no facilities. [Less Weighted]

- Yes  No  N/A

EN2.22a If you lease your facilities, have you worked with your landlord to implement/maintain any of the following? Select N/A if you do not lease your building. [Equally Weighted]

- Energy efficiency improvements
- Water efficiency improvements
- Waste reduction programs (including recycling)
- None of the above
- N/A

## Inputs

EN3.1 Does your company monitor, record and/or report its usage of energy and water?

We do not currently monitor and record usage	We monitor and record usage (no reduction targets)	We monitor and record usage, and have specific reduction targets	We monitor usage and have met specific reduction targets during the last fiscal year	We do not currently monitor and record our usage
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Energy:
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Water:

EN3.2 Total company energy use (kWh) during the last 12 months [Not Weighted]

86,818.36

EN3.3 Total energy used from renewable resources (kWh) during the last 12 months [Not Weighted]

0.00

EN3.4 Total water use (liters) during the last 12 months [Not Weighted]

923,065.00

EN3.5 What % of energy use has been saved due to conservation and efficiency improvements for your corporate facilities? Please refer to electricity use and other energy consumption from heating, hot water, etc. [Heavily Weighted]

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

Answer Details: The size of our space has varied during the course of this year- even though we have improved efficiency, we have expanded our space and then contracted our space throughout the year. Our office renovation will be completed in the spring, so we will be able to track more effectively on use on a square foot basis + employee head count in the future.

EN3.6a What % of energy use (including electricity and other energy consumption from heating, hot water, etc.) is produced from renewable sources? Please include both purchased and onsite-generated renewable energy. [Heavily Weighted]

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

Answer Details: State of CA has a mandate that 19% of energy is renewable in Portfolio from utilities.

EN3.7a Has the company increased its % use of renewable energy annually at its corporate facilities? [Equally Weighted]

- Yes  No  Already Maximized (100% renewable)

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

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

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

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

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

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

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

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

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

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

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

- Yes
- No

## Outputs

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

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

Scopes 1 and 2 greenhouse gas (GHG) emissions

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

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

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

Scope 1: 39.00

Scope 2:

Scope 3:

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

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

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

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

Answer Details: We purchased offsets for 100% of office energy use

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

Yes  
 No  
 Already maximized - we have achieved Zero Waste

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

Yes  
 No  
 N/A - We have eliminated hazardous waste

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

Yes  No  N/A

## Transportation, Distribution & Suppliers

EN5.2a Does the company currently use any of the following specific practices to reduce carbon emissions from transportation? [Equally Weighted]

- Company policy and practice that requires inbound freight or shipping to be transported via lowest impact methods (such as avoiding shipment by air transport)
- Company policy and practice that requires outbound freight or shipping is transported via lowest impact methods
- None of the above

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

- <10%
- 10%-20%
- 20-50%
- >50%
- N/A
- Don't Know

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

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

Answer Details: We don't have any hazardous materials in our supply chain. We do verify this with suppliers- they need to provide us with an organic certification document.

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

	0%	1-24%	25-49%	50-74%	75%+	Don't Know	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Energy usage
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Water usage
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Any hazardous or toxic air or water emissions
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Generation/recycling/reduction of solid waste
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Generation/recycling/reduction of hazardous waste
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	GHG Emissions

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

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

## Impact Business Models

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### Impact Models Introduction

Social Enterprise

IBM1.1 Does your company have any of the following enterprise models? Select from the following socially- and environmentally-focused enterprise models that describe the specific problem your company attempts to solve. Many companies choose "None of the above models apply." If you do select one of the models below, you will be asked a series of follow-up questions in order to receive credit for the model.

Yes No

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

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

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
- Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
- Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- Other - Please describe
- None of the above

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## Consumer Business Model - Products & Services Introduction

### Community P&S Introduction

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

Yes No

- Promotes health or healthy lifestyles (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)

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## Consumer Business Models - Products & Services

### Serving Those In Need

IBM11.10 This is a calculated question based on your answers from IBM11.3 (who are your direct clients), IBM11.4: (who are you targeting), and question IBM11.9 (what % of your revenues does this represent?) [Not Weighted]

### Health

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

We make organic baby, tots, kids and adult food.

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

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

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

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

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## Environmental Business Model - Products & Services Introduction

### Environment P&S Introduction

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

Yes No

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

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

USDA Organic, Non-GMO Project Verified

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## Environmental Business Models - Products & Services

### Toxic/hazardous Substance Reduction, Pollution Prevention & Remediation

IBM25.1 Tell us more about how your product or service reduces use of toxic or hazardous substances, prevents pollution or remediates discharges to air, land or water [Not Weighted]

Organic farming practices.

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

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

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

100%

IBM25.4 What were your total revenues last fiscal year from the above products or services? [Not Weighted]

\$113,549,042.00

IBM25.5 What % of your revenues last fiscal year were related to the above products? [Not Weighted]

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

IBM25.7 If tracked, what was the total or per use number of metric tons of carbon (CO<sub>2</sub>) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of GHG/CO<sub>2</sub> equivalent

kWh saved/off-set

Metric tons of waste saved from landfill or incineration

Liters of water saved/off-set

IBM25.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company? [Not Weighted]

Units

IBM25.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below. [Not Weighted]

N/A

IBM25.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this product/service to its client base? Defined outcomes include specific targets that are based on existing literature that can be measured. [Least Weighted]

Yes  No, not at this time

IBM25.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes. [Least Weighted]

N/A

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

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

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

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

None of the above

IBM25.13 If Option 3 or 4 are selected, did the results affirm that a desired outcome is being achieved? [Least Weighted]

Yes  No, not at this time  N/A

## Disclosure Questionnaire

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### Disclosure Questionnaire

Industries

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

Yes No

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

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

## Practices

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

True False

- Company formally registered in accordance with domestic regulations
- Company has not reduced or minimized taxes through the use of corporate shells or structural means
- Company facilities are not located adjacent to or in sensitive ecosystems
- Company or company supplier does not employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138 ) and company keeps personnel records that include evidence of the date of birth of each
- Overtime work for hourly workers is voluntary (not compulsory)
- Company or company suppliers do not use any workers who are prisoners
- Company allows workers to freely associate and to bargain collectively for the terms of one's employment
- No animal testing conducted

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

**Outcomes**

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

True False Don't know

- Company and Significant Suppliers have not had an operational or on-the-job fatality
- Company and Significant Suppliers' sites have not experienced any accidental discharges to air, land or water of hazardous substances
- No construction or operation of company and Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility
- No material recalls due to quality control issues
- No material litigation against company
- Company has not filed for bankruptcy

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

**Penalties**

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

- | Yes                   | No                               |  |
|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | Diversity and equal opportunity                |
| <input type="radio"/> | <input checked="" type="radio"/> | Employee safety or workplace conditions        |
| <input type="radio"/> | <input checked="" type="radio"/> | Environmental issues                           |
| <input type="radio"/> | <input checked="" type="radio"/> | Financial reporting                            |
| <input type="radio"/> | <input checked="" type="radio"/> | Geographic operations or international affairs |
| <input type="radio"/> | <input checked="" type="radio"/> | Investments or Loans                           |
| <input type="radio"/> | <input checked="" type="radio"/> | Labor issues (internal and supply chain)       |
| <input type="radio"/> | <input checked="" type="radio"/> | Marketing                                      |
| <input type="radio"/> | <input checked="" type="radio"/> | Political contributions                        |
| <input type="radio"/> | <input checked="" type="radio"/> | Product safety                                 |
| <input type="radio"/> | <input checked="" type="radio"/> | Taxes  |
| <input type="radio"/> | <input checked="" type="radio"/> | Animal welfare                                 |
| <input type="radio"/> | <input checked="" type="radio"/> | Bribery, fraud or corruption                   |

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