

	Assessed	Planned
<b>Environmental, Social and Governance (ESG) Core</b>		
<b>ESG Core questions</b>		
<b>Environment, Social &amp; Governance (ESG) Strategy</b>		
(1) Does your company have a formalized ESG strategy and performance targets that: 1/ Define a future vision of ESG performance, 2/ Are clear, actionable, and achievable, 3/ Are resourced effectively, 4/ Address material issues for the business?		
(1a) If yes, Has your company assigned formal responsibility for directing and overseeing ESG performance to top/executive management?		
(1c) If yes, Does your company report internally, including to top management, on strategy: key ESG issues (revealed by materiality analysis), resiliency, risk, business continuity, progress toward goals, and plans/needs to address gaps towards your targets?		
(1d) If yes, Does your company report externally on strategy: program elements, key ESG issues and goals, challenges, resiliency, and continual improvement efforts in accordance with a reputable reporting standard (e.g. GRI, SASB, TCFD)?		
(1e) If yes, Does your company have ESG strategy and reports, targets, and Key Performance Indicators (KPIs) periodically (every 5 years or sooner) validated by an independent third party?		
<b>Environment, Social &amp; Governance (ESG) Materiality Assessment</b>		
(2) Has your company conducted a systematic, rigorous assessment to identify and prioritize material ESG impacts, issues and opportunities?		
<b>Code of conducts and policies</b>		
(3) Does your company have an Employee Code of Conduct in place?		
(4) Does your company have a Supplier Code of Conduct and/or Human Rights Policy in place?		
<b>Sourcing practices</b>		
(5) Are there any conflict minerals or additional minerals of concern (including: cobalt, tin, tantalum, tungsten, or gold) in the product(s) that your company manufactures, subcontracts, or		
(5a) If yes - Has your company published a due diligence report on conflict minerals (including or not including cobalt)?		
(6) Does your company have a policy related to sourcing minerals of concern?		
(7) Does your company source any of the specific materials, minerals, or products from the related countries listed on the Department of Labor "List of Goods Produced by Child Labor or Forced Labor" (available here <a href="https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods">https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods</a> )?		
(8) Does your company have a policy related to sourcing materials from regions of concern?		
<b>Environmental Management System Rigor</b>		
(9) Has your company implemented an environmental management system that conforms with a recognized international (e.g. ISO 14001) or local standard?		

(9a) Is the system certified to a recognized local or international standard?		
(9b) Is the system periodically (e.g. every 5 years) audited internally and by an independent third party?		
<b>Environmental reporting</b>		
(10) Has your company received or been responsible for a Notice of Violation (NOV), Consent Order or fine over USD \$10,000 from an environmental agency, or an environmental event that required reporting to an environmental agency in the past 36 months?		
<b>GHG Emissions reporting</b>		
(11) Does your company report total Scope 1 GHG emissions publicly?		
(11a) Have Scope 1 GHG Emissions data been third-party verified within last 2 years?		
(12) Does your company report total Scope 2 GHG emissions publicly?		
(12a) Have Scope 2 GHG emissions data been third-party verified within last 2 years?		
(15) Does your company report total Scope 3 GHG emissions publicly?		
(13a) Have Scope 3 GHG emissions data been third-party verified within last 2 years?		
<b>Water reporting</b>		
(14) Does your company report water withdrawn, discharged and re-used publicly?		
(14a) Have water data been third-party verified within the last 2 years?		
<b>Waste reporting</b>		
(13) Does your company report waste generated and recycled publicly?		
(15a) Has the waste measurement methodology been third-party verified within the last 2 years?		
<b>Energy</b>		
Does your company report total Energy consumed publicly?		
Have Energy data been third-party verified within last 2 years?		
<b>Social &amp; Governance reporting</b>		
(16) Has your company had any significant code of conduct breaches including but not limited to breaches resulting in fines, class action lawsuits, or repeated breaches of Codes of Conduct in the past 36 months?		
(17) Does your company report internally or externally Key Performance Indicators (KPIs) on ...		
... Discrimination & Harassment?		
... Diversity of Employees?		
... Diversity of Executive Leadership and/or Board?		
... Recordable Incident Rate?		
... Lost-time Case Rate?		
... Days Away, Restricted, and Transfer (DART) Rate?		
... Work-related Fatalities?		

(18) Does your company have a target for diverse spend publicly communicated?		
(18a) If your company has a target for diverse spend, does your company define diverse suppliers as ...		
... disability-owned businesses?		
... HUBZone businesses?		
... LGBT-owned businesses?		
... minority-owned businesses?		
... service-disabled veteran businesses?		
... small businesses (by revenue)?		
... small businesses (by employees)?		
... small disadvantaged businesses?		
... veteran-owned businesses?		
... woman-owned businesses?		
(18b) If your company has a target for diverse spend, does your company require third-party certification to verify a supplier diverse status?		
ESG informative details		
Management System Rigor		
(9c) Please indicate the coverage of the environmental management system across your business and/or facilities (e.g. % of owned facilities with an ISO 14001 certificate)?		
(4a) Percentage of targeted suppliers that have signed the Supplier Code of Conduct?		
(4b) What is the percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements?		
(3b) Does your company's Employee Code of Conduct contain sections pertinent to ...		
... Child and Forced Labor?		
... Corruption and bribery?		
... Discrimination & harassment?		
... Diversity and inclusion?		
... Working hours?		
... Confidentiality of information?		
... Conflicts of interest?		
... Antitrust/anti-competitive practices?		
... Money-laundering and/or insider trading/dealing?		
... Environment, health and safety?		
... Whistleblowing?		
... Collective bargaining, labor unions?		
(4d) Does your company's Supplier Code of Conduct and/or Human Rights Policy contain sections pertinent to ...		
... Child and Forced Labor?		
... Corruption and bribery?		
... Discrimination & harassment?		

... Diversity and inclusion?		
... working hours?		
... Confidentiality of information?		
... Conflicts of interest?		
... Antitrust/anti-competitive practices?		
... Money-laundering and/or insider trading/dealing?		
... Environment, health and safety?		
... Whistleblowing?		
... External stakeholder human rights?		
<b>Data &amp; metrics</b>		
<b>General information</b>		
Reporting Organization's Annual Gross Revenue		
Reporting organization's Full-time Employee Count		
<b>GHG Emissions measured and trended</b>		
<b>GHG Emissions Totals</b>		
Total Scope 1 GHG Emissions		
Total Scope 2 GHG Emissions		
<b>Waste measured and trended</b>		
Total Hazardous Waste		
Total Non-Hazardous Waste		
Total Waste Recycled		
<b>Water measured and trended</b>		
Total Water withdrawn		
Total Water discharged		
Total Water recycled and reused		
<b>Energy measured and trended</b>		
Energy consumed		
<b>Targets</b>		
<b>GHG Emissions Target</b>		
<b>(17) Scope 1 GHG Emissions Target</b>		
When do you expect to achieve your Scope 1 GHG Emissions target? (Please describe the target, or why you do not have a target, in comments)		
Is this a science-based target, net-zero target, or other?		
<b>(18) Scope 2 GHG Emissions Target</b>		
When do you expect to achieve your Scope 2 GHG Emissions target? (Please describe the target, or why you do not have a target, in comments)		
Is this a science-based target, net-zero target, or other?		
<b>(18) Scope 3 GHG Emissions Target</b>		
When do you expect to achieve your Scope 3 GHG Emissions target? (Please describe the target, or why you do not have a target, in comments)		
Is this a science-based target, net-zero target, or other?		

Water Use Target		
When do you expect to achieve your water use target? (Please describe the target, or why you do not have a target, in comments)		
Waste Reduction Target		
When do you expect to achieve your waste reduction target? (Please describe the target, or why you do not have a target, in comments)		
Energy Target		
When do you expect to achieve your energy reduction target? (Please describe the target, or why you do not have a target, in comments)		
Diverse spend and/or representation		
When do you expect to achieve your diverse spend and/or representation target? (Please describe the target, or why you do not have a target, in comments)		