COMPANY NAME_____

ENVIRONMENT:

Environmental management:

1. Does your organization have a public environmental policy (pertaining to water, energy, waste, recycling, etc.)?
2. Does the company have a climate plan / strategy (i.e. a commitment to Net Zero/Carbon Neutrality)?
3. Have energy consumption reduction targets been set according to the company's climate plan / strategy?
4. Have water consumption reduction targets been set according to the company's climate plan / strategy?
5. Does the company report the significant impacts of its activities on the environment and natural resources and report the actions taken to manage them? (i.e. any significant environmental risks and their risk management techniques)

Greenhouse gas emissions:

6. Does the company publicize its carbon footprint (total amount of greenhouse gases generated by the company or its products) or that of its products?
7. Does the company measure and publicize its scope 1 and scope 2 emissions?
8. Does the company measure and publicize its scope 3 emissions?
9. Have GHG emissions reduction targets been set according to the company's climate plan / strategy?

Waste management / circular economy

10. Does the company separate its waste into different waste flows and recycle and/or re-use its waste?
11. Have waste generation or treatment targets been set according to the company's environmental policy?

Management of product impacts:

12. Does the company have a green badge / environmental product declaration according to the standard?
13. Did the company perform a life cycle analysis (LCA) of its products / for most /main products?

Sustainable construction:

14. What percentage of the buildings constructed by the company since January 2020 were constructed in conformity with a green construction standard (LEED, etc.)?
15. Does the company perform environmental and/or social risk assessments of its development, initiation, construction, and operating processes (risks associated with air, waste, noise and water pollution, displacement of animals, people, etc.)?

SOCIETY:

Wage disparities:

16. What is the ratio between the CEO's total compensation and the median total compensation in the company?
17. What are the median wage disparities between males and females with the same job title?

Gender diversity:

18. What are the ratios of female and male employees in the company as a whole?
19. What are the ratios of female and male employees in **senior roles** / **management roles** in the company (subordinate to the CEO or to a VP)?
20. What are the ratios of female and male employees in **roles not included in question 19** in the company?

Diversity in the workforce:

21. Have targets been set for increasing the diversity among the workforce (such as goal % of women / minorities on the board, in management positions, etc.)?

Occupational accidents:

22. Have occupational accidents occurred that resulted in fatalities or serious injuries?
23. How many workdays have been lost in total due to occupational accidents?

Safety and Health:

24. Does your company have a public safety and health policy (policy published publicly online)?

Human rights:

25. Does your company have a public policy / statement regarding human rights?

Training and development:

26. Does your company have a training and development policy?

Supply chain management:

27. Does the company have a supplier code of ethics or supply chain policy?
28. What percentage of substantial suppliers signed the supplier code of ethics?
29. Does the procurement policy refer to environmental/social issues (such as supplier conflict minerals policy, supplier adherence to ISO requirements, fair labor clauses, etc.)?

Donations:

30. Does the company have a public policy regarding donations to the community?

CORPORATE GOVERNANCE:

Composition of the board of directors:

31. Does the chairman of the board also hold office as the company's CEO?

Gender diversity on the board of directors:

32. What is the percentage of female directors on the company's board of directors?

Management of corporate social responsibility:

33. Does the board of directors hold at least a yearly meeting addressing ESG topics (reviewing material topics, ESG risks, etc.)?
34. Has the company appointed a VP or fully dedicated employee subordinate to the CEO to be responsible for ESG issues in the company?

Ethics:

35. Does the company publicize its code of ethics?

Prevention of corruption and bribery:

36. Does the company publicize a policy document regarding the prevention of corruption and bribery (i.e. an anti-bribery or corruption clause in the code of conduct, code of ethics or separate policy)?

Privacy Information:

37. Does the company have a public policy regarding information privacy (protecting consumer data, etc.)?

Reporting on corporate social responsibility:

38. Does your company publish a corporate social responsibility / ESG / Sustainability report in conformity with a recognized international standard? If yes, which standard? (GRI, SASB, TCFD, etc.)

Reporting practices:

39. Does your company focus on specific goals among the United Nation's Sustainable Development Goals (SDGs)? Please specify which goals.

Contact person _____ mail _____ Date _____