

ReportName ... \_\_\_\_\_ ReportNameID: \_\_\_\_\_  
 Primary Analyst \_\_\_\_\_ AccessDate: \_\_\_\_\_  
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 Overseeing Analyst: \_\_\_\_\_ Year of Analysis: \_\_\_\_\_

*Robert Center Analyst: Check all the apply, include page numbers for future reference, and document any significant initiatives, techniques, or programs worth discussing in the commentary, note interesting facts and initiatives. Commentary should address the strengths, weaknesses, opportunities, and threats of strategies taken by companies. Look closely to the performance data and make sure you get the data and unit correctly.*

**Pacific Sustainability Index 3.0 Scoring Sheet**

**Banks, Insurance, and  
Diversified Financials**

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Revised 10/05/2009

**Score computation:**

**Environmental and Social Intent (Max: 2 pts)**  
 One point for discussion, another for initiatives or actions.

- 4 Report contact person** EI  
 Discussion: identification of, and contact information for, person specifically designated to answer questions about the report or sustainability issues. Investor relation contact information does not count.  
 Initiatives/actions: Measures to facilitate such contact, i.e. providing email address or a link for feedback and questions.  
 Discussion  
 Initiatives/Actions  
 Page #: \_\_\_\_\_

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- 5 Environmental visionary statement** EI  
 Discussion: clear visionary statement expressing a corporate commitment to good environmental performance.  
 Initiatives/actions: measures to fulfill that commitment.  
 Discussion  
 Initiatives/Actions  
 Page #: \_\_\_\_\_

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- 6 Environmental impediments and challenges** EI  
 Discussion: discussion of impediments and challenges faced by the company in attempting to realize its environmental vision and commitments.  
 Initiatives/actions: measures to overcome them.  
 Discussion  
 Initiatives/Actions  
 Page #: \_\_\_\_\_

- 9 Environmental policy statement** EI  
 Discussion: a formal statement of the company's environmental policy or plan.  
 Initiatives/actions: check the box if there is a description of how the policy is being implemented.  
 Discussion  
 Initiatives/Actions  
 Page #: \_\_\_\_\_

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- 10 Climate change/global warming** EI  
 Discussion: discussion of the company's position on climate change and/or global warming.  
 Initiatives/actions: measures taken by the company to decrease its contribution to climate change.  
 Discussion  
 Initiatives/Actions  
 Page #: \_\_\_\_\_

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- 11 Habitat/ecosystem conservation** EI  
 Discussion: discussion of the company's position on conserving natural ecosystems and habitat.  
 Initiatives/actions: measures taken by the company to increase conservation of natural ecosystems.  
 Discussion  
 Initiatives/Actions  
 Page #: \_\_\_\_\_

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- 12 Biodiversity** EI  
 Discussion of the company's position on biodiversity.  
 Initiative(s) by the company to foster biodiversity.  
 Discussion  
 Initiatives/Actions  
 Page #: \_\_\_\_\_

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<p><b>13 Green purchasing</b> <span style="float: right;">EI</span></p> <p>Discussion: discussion of the company's use of purchasing that places preference on products which have reduced environmental impact in any part of their life cycle (development, manufacturing, use, recycling, and disposal), or which are designated as eco-friendly by organizations that are active proponents of environmental preservation.</p> <p>Initiatives/actions: measures to implement green purchasing.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>	<p><b>23 Stakeholder consultation</b> <span style="float: right;">EI</span></p> <p>Discussion: discussion of consultation and dialogue with stakeholders regarding the company's environmental aspects and impacts and aspects.</p> <p>Initiatives/actions: identification of specific consultation activities.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>
<p><b>16 Environmental education</b> <span style="float: right;">EI</span></p> <p>Discussion: discussion of efforts to promote environmental education and awareness of employees, the general public, or children.</p> <p>Initiatives/actions: measures taken to provide such education.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>	<p><b>42 Social visionary statement</b> <span style="float: right;">SI</span></p> <p>Discussion: clear visionary statement expressing a corporate commitment good social performance.</p> <p>Initiatives/actions: measures taken to fulfill that commitment.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>
<p><b>19 Environmental structure or management</b> <span style="float: right;">EI</span></p> <p>Discussion: discussion of the organizational structure or staffing responsible for environmental management.</p> <p>Initiatives/actions: check the box if the responsibilities of the positions in the above organization are identified.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>	<p><b>43 Social impediments and challenges</b> <span style="float: right;">SI</span></p> <p>Discussion: discussion of impediments and challenges faced by the company in attempting to realize its social vision and commitments.</p> <p>Initiatives/actions: measures taken to overcome them.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>
<p><b>20 Environmental management system</b> <span style="float: right;">EI</span></p> <p>Discussion: statement of adoption of ISO 14001 or other formal environmental management system.</p> <p>Initiatives/actions: check the box if there is information on the extent to which the system is implemented.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>	<p><b>45 Social policy statement</b> <span style="float: right;">SI</span></p> <p>Discussion: a formal statement of the company's social policy or plan.</p> <p>Initiatives/actions: check the box if there is a description of how the policy is being implemented.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>
<p><b>21 Environmental accounting</b> <span style="float: right;">EI</span></p> <p>Discussion: discussion of environmental expenditures</p> <p>Initiatives or actions: Check the box if there is detailed accounting of expenditures.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>	<p><b>47 Code of conduct or business ethics</b> <span style="float: right;">SI</span></p> <p>Discussion: a formal corporate code of conduct or business ethics.</p> <p>Initiatives/actions: check the box if the code of conduct is thorough and detailed, not cursory.</p> <p><input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions</p> <p>Page #: _____</p>

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<p><b>49 Supplier screening based on social or environmental performance/ Supplier management.</b> SI</p> <p>Discussion: discussion of existing procedures (or the application of such procedures) to evaluate and select major suppliers on their ability to meet the requirements of the company's social or environmental policy and principles. Initiatives/actions: measures to implement such screening or selection. ___ Discussion ___ Initiatives/Actions Page #: _____</p>	<p><b>80 Employment for individuals with disabilities</b> SI</p> <p>Discussion: discussion of appropriate actions to accommodate employees with disabilities. Initiatives/actions: measures to implement such accommodations. ___ Discussion ___ Initiatives/Actions Page #: _____</p>
<p><b>51 Social or Health and Safety organization structure or Labour/management relations</b> SI</p> <p>Discussion: discussion of social responsibility or health and safety organizational structure or staffing. Initiatives/actions: check the box if the responsibilities of the positions in the above organization are identified. ___ Discussion ___ Initiatives/Actions Page #: _____</p>	<p><b>82 Employee training and development to enable upward mobility and to enhance performance and career development</b> SI</p> <p>Discussion: discussion of training, skills and learning programs appropriate to support employees' upward mobility. Initiatives/actions: measures to implement such accommodations. ___ Discussion ___ Initiatives/Actions Page #: _____</p>
<p><b>52 Workforce profile: Age</b> SI</p> <p>Discussion: discussion of age distribution of workforce. Initiatives/actions: measures taken to avoid age discrimination. ___ Discussion ___ Initiatives/Actions Page #: _____</p>	<p><b>168 Workforce profile: Gender</b> SI</p> <p>Discussion: discussion of gender distribution of workforce. Initiatives/actions: measures taken to avoid gender discrimination ___ Discussion ___ Initiatives/Actions Page #: _____</p>
<p><b>53 Emergency preparedness program</b> SI</p> <p>Discussion: discussion of emergency preparedness programs to prepare employees or the public to cope with potential emergencies at the company's facilities. Initiatives/actions: specific measures taken to implement such a system. ___ Discussion ___ Initiatives/Actions Page #: _____</p>	<p><b>169 Workforce profile: Ethnicities/Race</b> SI</p> <p>Discussion: discussion of racial or ethnic distribution of workforce. Initiatives/actions: measures taken to avoid racial or ethnic discrimination. ___ Discussion ___ Initiatives/Actions Page #: _____</p>
<p><b>54 Third party validation</b> SI</p> <p>Discussion: discussion of the value (or lack thereof) of third-party auditing or validation. Initiatives/actions: check both the discussion and initiative boxes if the environmental/sustainability report has been audited or validated by a qualified external third-party source. ___ Discussion ___ Initiatives/Actions Page #: _____</p>	

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**Score computation:**

Environmental and Social Quantitative Data (7 criteria totalled to 7 pts)

1. A discussion on the topic.
2. An external context (i.e. awards, industry standards, competitor performance, etc.)
3. One or more explicit numerical goals.
4. A numerical measure of performance of the topic.
5. One or more previous measures of numerical performance.
6. Better performance than the previous year(s).
7. Better performance than the rest of the companies analysed by PSI within the same analysis period.

**26 Energy used/consumption** ER

Sum of the energy used by a company in all different forms, including electricity, fuel, natural gas and others.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**27 Renewable energy consumption** ER

Energy used from renewable sources such as wind, solar, hydroelectric, or other renewable sources.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**29 Water used** ER

Sum of all water used during operations.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**30 Waste recycled** ER

Sum of all waste recycled, including hazardous waste.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**32 Office recycling rate** ER

The recycling of paper, cardboard, metal, and plastic in an office setting.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**34 Waste disposed of** ER

Includes hazardous and non-hazardous waste landfilled, incinerated, or transferred.  
 \* Discussion  
 \* External context (rather than just reported)  
 Explicit numerical goal(s)  
 \* Current year quantitative data  
 Past year(s) quantitative data  
 \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**35 Hazardous waste produced** ER

Sum of all hazardous materials remaining after production, irrespective of final disposition.  
 \* Discussion  
 \* External context (rather than just reported)  
 Explicit numerical goal(s)  
 \* Current year quantitative data  
 Past year(s) quantitative data  
 \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**37 Hazardous waste released** ER

The amounts of hazardous materials released into the environment, total (TRI, PRTR, and similar indices), may include mercury or lead. Depending on the nationality of the company, this is labeled differently; American companies call this "TRI" (Toxic Release Inventory), many European companies call it "substance releases".  
 \* Discussion  
 \* External context (rather than just reported)  
 Explicit numerical goal(s)  
 \* Current year quantitative data  
 Past year(s) quantitative data  
 \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**38 Environmental notices of violation** ER

The total number of NOVs (notices of violation) or fines per year for all environmental infractions. Check all five\* if the company states that no fines were levied.  
 \* Discussion  
 \* External context (rather than just reported)  
 Explicit numerical goal(s)  
 \* Current year quantitative data  
 Past year(s) quantitative data  
 \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**39 Environmental expenses and/or investments** ER

An accounting of money spent or invested specifically to decrease environmental damage or to benefit the environment

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**40 Environmental fines** ER

The amount of money charged to and/or spent by a company for government-imposed environmental fines. Check all five\* if stated that no fines were levied.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**74 Recordable incident rate/ Accident indices** SR

The total number of employee incidents or accidents, such as: "total case incident rate", "incident rate"

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**75 Lost workday case rate** SR

The total number of employee injuries or illnesses that resulted in one or more lost workdays, typically normalized per a certain number of employees or work hours.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**76 Health and safety citations** SR

The number of health and safety citations or notices of violation given by the government in a given year or total amount levied against company for health and safety violations. Check all five\* if stated that no fines were levied.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**77 Health and safety fines** SR

The total amount levied against a company for health and safety violations. Check all five\* if stated that no fines were levied.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**81 Social community investment** SR

The amount of money spent on community outreach, including education grants, donations, and relief effort funds.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**111 Greenhouse gases, total** ER

The sum of all greenhouse gases released, which could include CO2, CH4 (methane), N2O (nitrous oxide), SF6 (Sulphur hexafluoride), PFCs (Perfluorocarbons) and HFCs (hydrofluorocarbons). The report should label this indicator as "greenhouse gases released" or similar.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**112 Carbon dioxide (CO2) or equivalents (i.e. GHG)** ER

CO2 emissions resulting from all company operations. For energy and utility sector, covers exploration and production, and emissions in general.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**119 Ozone depleting substances from refrigerant** ER

Total ozone-depleting substances include CFCs (Class I); and halons, carbon tetrachloride, methyl chloroform, and HCFCs (Class II), not a CO2 emission.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**188 Business Travel** ER

Total business travel, by any mode of transportation. Denormalized data with FTE (full time equivalent)

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**181 Turnover Rate** SR

Annual employee turnover rate.

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**187 Paper recycling** ER

Total paper consumption (including the post consumer content, i.e. checks, documents, letters, etc.), different than the office recycling rate

- \* Discussion
- \* External context (rather than just reported)
- Explicit numerical goal(s)
- \* Current year quantitative data
- Past year(s) quantitative data
- \* Improvement of current year better than previous year

Year	Data	Unit
_____	_____	_____
_____	_____	_____
_____	_____	_____

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**Analyst Notes:**



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**Score computation:**

Environmental and Social Qualitative Data (4 criteria equally weighted to 7 pts)

1. Discussion of the topic.
2. Initiative or action taken by the company on the topic.
3. Demonstration of an external context showing superior performance, i.e. awards or third party recognition.
4. Improvement from last report when there is a monitoring of the existing program or a new program related to the topic.

<b>66</b>	<b>Community Development</b>	<b>SR</b>
Efforts to participate in social activities that improve the quality of life of communities including that of indigenous people, where the company operates.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		
<b>67</b>	<b>Employee Satisfaction Survey</b>	<b>SR</b>
Surveys to monitor employee satisfaction.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		
<b>68</b>	<b>Community Education</b>	<b>SR</b>
Efforts to support education in the communities where the company is located.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		
<b>70</b>	<b>Occupational health and safety protection</b>	<b>SR</b>
Efforts to provide a safe and healthy working environment at all sites.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		

<b>72</b>	<b>Employee volunteerism</b>	<b>SR</b>
Efforts to promote employee volunteerism in social or environmental projects.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		
<b>163</b>	<b>Transportation Initiatives</b>	<b>ER</b>
Programs to encourage carpooling, mass transit or other reductions in total commuting.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		
<b>182</b>	<b>Advancement of women</b>	<b>SR</b>
Discussion of relative numbers of women in management.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		
<b>189</b>	<b>Carbon Banking</b>	<b>ER</b>
To provide a service for companies to trade the CO2 emission allowance, including the administrative and legal matters with justifiable funds through the Clean Development Mechanisms.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		
<b>190</b>	<b>Financing ecologically friendly projects</b>	<b>ER</b>
To finance environmentally beneficial project such as reforestation or renewable energy generation.		
<input type="checkbox"/> Discussion <input type="checkbox"/> Initiatives/Actions <input type="checkbox"/> Performance put into perspective (rather than just reported) <input type="checkbox"/> Improvement reported Page #: _____		

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**191 Microfinancing**

ER

To provide credit/saving/insurance service to low-income entrepreneurs

- Discussion
- Initiatives/Actions
- Performance put into perspective (rather than just reported)
- Improvement reported

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**Score computation:**

**Human Rights Reporting.** (Max 4 criteria equally weighted to 7 pts) Active participation in UN Global Compact automatically assumes discussion points for questions highlighted in yellow:

1. Formal adoption of policy or standard.
2. Action to reinforce policy, i.e. training.
3. Description of monitoring measures.
4. Quantitative indication of compliance.

**58 Anti-Corruption practices** SR

Efforts to uphold the highest standards of business ethics and integrity. May be found under a Code of Conduct.

- Formal adoption of policy or standard
- Actions to reinforce policy
- Description of monitoring measures
- Quantitative indication of compliance

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**59 Corporal punishment of employees** SR

Commitment to oppose any corporal/hard labor punishment, mental/physical coercion, or verbal abuse.

- Formal adoption of policy or standard
- Actions to reinforce policy
- Description of monitoring measures
- Quantitative indication of compliance

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**60 Equal opportunity, elimination of discrimination, promotion of diversity, or non-discrimination policy** SR

Commitment not to engage in any kind of discrimination based on ethnicity, caste, religion, disability, sex, age, sexual orientation, union membership, or political affiliation in hiring practices or employee treatment.

- Formal adoption of policy or standard
- Actions to reinforce policy
- Description of monitoring measures
- Quantitative indication of compliance

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**61 Free association and collective bargaining of employees** SR

Efforts to respect the right of employees to form and join trade unions of their choice and to bargain collectively.

- Formal adoption of policy or standard
- Actions to reinforce policy
- Description of monitoring measures
- Quantitative indication of compliance

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<p><b>62 Fair compensation of employees</b> SR</p> <p>Efforts to ensure that wages paid meet or exceed legal or industry minimum standard.</p> <p><input type="checkbox"/> Formal adoption of policy or standard</p> <p><input type="checkbox"/> Actions to reinforce policy</p> <p><input type="checkbox"/> Description of monitoring measures</p> <p><input type="checkbox"/> Quantitative indication of compliance</p> <p>Page #: _____</p>	<p><b>198 Sexual harassment</b> SR</p> <p>Commitment not to tolerate any form of sexual harassment.</p> <p><input type="checkbox"/> Formal adoption of policy or standard</p> <p><input type="checkbox"/> Actions to reinforce policy</p> <p><input type="checkbox"/> Description of monitoring measures</p> <p><input type="checkbox"/> Quantitative indication of compliance</p> <p>Page #: _____</p>
<p><b>63 Forced labor of employees</b> SR</p> <p>Assurance that all employees enter employment with the company of their own free will, not by compulsion.</p> <p><input type="checkbox"/> Formal adoption of policy or standard</p> <p><input type="checkbox"/> Actions to reinforce policy</p> <p><input type="checkbox"/> Description of monitoring measures</p> <p><input type="checkbox"/> Quantitative indication of compliance</p> <p>Page #: _____</p>	
<p><b>64 Working hours</b> SR</p> <p>Compliance with applicable laws and industry standards on working hours, including overtime.</p> <p><input type="checkbox"/> Formal adoption of policy or standard</p> <p><input type="checkbox"/> Actions to reinforce policy</p> <p><input type="checkbox"/> Description of monitoring measures</p> <p><input type="checkbox"/> Quantitative indication of compliance</p> <p>Page #: _____</p>	
<p><b>65 Use of illegal child labor</b> SR</p> <p>Statement regarding the rejection of illegal child labor by the company or its affiliates.</p> <p><input type="checkbox"/> Formal adoption of policy or standard</p> <p><input type="checkbox"/> Actions to reinforce policy</p> <p><input type="checkbox"/> Description of monitoring measures</p> <p><input type="checkbox"/> Quantitative indication of compliance</p> <p>Page #: _____</p>	
<p><b>170 Bribery</b> SR</p> <p>Company's effort in dealing with the issue of bribery</p> <p><input type="checkbox"/> Formal adoption of policy or standard</p> <p><input type="checkbox"/> Actions to reinforce policy</p> <p><input type="checkbox"/> Description of monitoring measures</p> <p><input type="checkbox"/> Quantitative indication of compliance</p> <p>Page #: _____</p>	
<p><b>171 Political Contributions</b> SR</p> <p>Company's effort in dealing with the issue of political contributions</p> <p><input type="checkbox"/> Formal adoption of policy or standard</p> <p><input type="checkbox"/> Actions to reinforce policy</p> <p><input type="checkbox"/> Description of monitoring measures</p> <p><input type="checkbox"/> Quantitative indication of compliance</p> <p>Page #: _____</p>	

**Analyst Notes:**

