

## Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

**1. Environmental Comprehensiveness: blank = not relevant, 0 = not mentioned, or only briefly mentioned, 1= formally addressed but restricted to specific divisions or facilities, or not very clear, 2 = appropriate detail, clear presentation**

### A. Company Environmental Profile

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
1	<input type="checkbox"/>	<input type="checkbox"/>	Products, services, brands, and markets	<p>Does the report identify the major types of products and services offered? If the company produces branded goods and services, does it identify the most important ones?</p> <p><i>1 pt if formally described but not comprehensively</i>  <i>2 pts if described with appropriate detail and clear presentation</i></p>
2	<input type="checkbox"/>	<input type="checkbox"/>	Divisions, facilities, and activities	<p>Does the report identify the major divisions, subsidiaries, and facilities, and the business activities—such as manufacturing, research, and administration—taking place in them?</p> <p><i>1 pt if formally described but not comprehensively</i>  <i>2 pts if described with appropriate detail and clear presentation</i></p>
3	<input type="checkbox"/>	<input type="checkbox"/>	Environmental contact person	<p>Does the report identify a technically knowledgeable person who is willing to answer questions and provide additional information? Does it include the person’s name, title, and address, email address, or telephone number?</p> <p><i>1 pt if a person is named but without an address, phone number, or email address</i>  <i>1 pt if an address is given, but no person is named</i>  <i>2 pts if a person is named along with an address, phone number, or email address</i></p>

### B. Environmental Vision and Commitment

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
4	<input type="checkbox"/>	<input type="checkbox"/>	Visionary statement	<p>Does the report include a brief, clear, visionary statement expressing a corporate commitment to being the best it can be environmentally?</p> <p><i>1 pt if there is a general discussion of the value of being a good environmental corporate citizen</i>  <i>2 pts if there is a formal commitment to being the best corporate environmental citizen possible</i></p>
5	<input type="checkbox"/>	<input type="checkbox"/>	Commitment to minimize consumption	<p>Does the report include commitments to minimize consumption appropriate to its industrial sector? These might include commitments to minimize energy, water, and materials consumption, to use recycled materials, and to recycle internally.</p> <p><i>1 pt if there is a general discussion of the value of minimizing consumption</i>  <i>2 pts if there is a formal commitment to minimizing consumption</i></p>
6	<input type="checkbox"/>	<input type="checkbox"/>	Commitment to minimize environmental impacts	<p>Does the report include specific commitments to minimize environmental impacts appropriate its industrial sector?</p> <p><i>1 pt if there is a general discussion of the value of minimizing environmental impacts</i>  <i>2 pts if there is a formal commitment to minimizing environmental impacts</i>  <i>These might include commitments to minimize use of hazardous materials, and to minimize pollution and waste.</i></p>
7	<input type="checkbox"/>	<input type="checkbox"/>	Business case for following such a vision	<p>Does the report legitimize its environmental vision and commitments by explaining why they are beneficial from a business standpoint and are good for the company’s own sustainability?</p> <p><i>1 pt if general business benefits cited</i>  <i>2 pts if quantitative, even if restricted to a single quantity such as money saved by recycling, or by example showing that its efforts have resulted in savings.</i></p>
8	<input type="checkbox"/>	<input type="checkbox"/>	Impediments and challenges	<p>Does the report realistically describe the impediments and challenges that the company faces in attempting to realize its environmental vision and commitments?</p> <p><i>1 pt if the report mentions that there are impediments and challenges</i>  <i>2 pts if the major impediments and challenges are discussed</i></p>

### C. Environmental Stakeholders

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
-----------	-------------	--------------	--------------	-----------------

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- |    |                            |   |   |
|----|----------------------------|---|---|
| 9  | : <input type="checkbox"/> | Procedures for identifying environmental stakeholders   | <p>Does the report describe the process or rationale for identifying environmental stakeholders?</p> <p><i>1 point if there is a brief description of these procedures</i><br/> <i>2 points if the procedures are described in detail</i></p> <p><i>(The reason that this topic is included is that companies that have adopted ISO 14001 must have created a document describing this process. The question is whether or not they report this process.)</i></p> |
| 10 | : <input type="checkbox"/> | Description of environmental stakeholders   | <p>Does the report identify the company's environmental stakeholders?</p> <p><i>1 pt if one or a few stakeholders or types of stakeholders are mentioned</i><br/> <i>2 pts if there appears to be a relatively comprehensive list.</i></p>  |
| 11 | : <input type="checkbox"/> | Consultation with environmental stakeholders  | <p>Does the report describe the approaches and frequency of environmental stakeholder consultation?</p> <p><i>1 pt if there are anecdotal accounts of meeting with environmental stakeholders</i><br/> <i>2 pts if there appears to be a record of all, or the most important, such meetings</i></p>  |
| 12 | : <input type="checkbox"/> | Information obtained from consultation with environmental stakeholders and its use by the company | <p>Does the report describe what information the company obtains through environmental stakeholder consultation? Does the report describe how the company uses the information derived from environmental stakeholder consultation?</p> <p><i>1 pt if the report describes what information it obtains.</i><br/> <i>1 additional point if it describes how the information is used internally</i></p>   |

## D. Environmental Policy and Management

- | <u>Q#</u> | <u>Page</u>                | <u>Score</u> | <u>Topic</u>  | <u>Question</u>  |
|-----------|----------------------------|--------------|---|--|
| 13        | : <input type="checkbox"/> |              | Environmental policy statement  | <p>Does the report include a formal statement of the company's environmental policy?</p> <p><i>1 pt if there is a casual mention of environmental policy</i><br/> <i>2 pts if there is a formal statement of environmental policy</i></p>  |
| 14        | : <input type="checkbox"/> |              | Environmental organization and strategy   | <p>Does the report describe the company's environmental management organization?</p> <p><i>1 pt if there is a brief description of the organization, or an organization chart without names</i><br/> <i>2 pts if there is a formal organization chart with titles and names</i></p>  |
| 15        | : <input type="checkbox"/> |              | Environmental management system   | <p>Does the report describe how the company manages environmental information?</p> <p><i>1 pt if there is a brief mention of the company's environmental management system. or if some but not all operations are certified?</i><br/> <i>2 pts if the company is fully ISO 14001 certified or if another formal environmental management system is equated with ISO 14000 or otherwise formally described.</i></p>   |
| 16        | : <input type="checkbox"/> |              | Voluntary regulations and standards of conduct, including membership in environmental standards organizations | <p>Does the report identify voluntary standards subscribed to by the company? (These are voluntary codes of conduct that do not involve certification)</p> <p><i>1 pt if there is an internal standard of environmental conduct (in addition to, or a subset of the environmental policy)</i><br/> <i>2 pts if one or more external environmental code of conduct is subscribed to</i></p> <p><i>External voluntary standards include membership in Alliance for Global Sustainability, World Energy Council, Business Council for Sustainable Development, World Resources Institute Green Power Market Development, Responsible Care, etc.</i></p> |
| 17        | : <input type="checkbox"/> |              | Voluntary certifications  | <p>Does the report describe the company's position and progress with respect to industry-standard environmental certifications.</p> <p><i>1 pt if there is an internal standard of environmental conduct against which audits are conducted</i><br/> <i>2 pt if there is an external environmental code of conduct against which audits are conducted</i></p> <p><i>These are auditable standards including ISO 14001, EMAS, EPA Green Lights, Sweden's TCO'99, Germany's Blue Angel environmental label, etc.</i></p>   |

## E. Environmental Aspects and Impacts

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
-----------	-------------	--------------	--------------	-----------------

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- |    |                            |   |  |
|----|----------------------------|---|--|
| 18 | : <input type="checkbox"/> | Environmental aspects and impacts of the industry                                 | <p>Does the report describe the environmental aspects and impacts characteristic of its industry?</p> <p><i>1 pt if one aspect or impact is discussed</i><br/> <i>2 pts if more than one aspect or impact is discussed</i></p> <p><i>Aspects are ways the the industry interacts with the environment; impacts are the results of that interaction. Full credit even if a company only describes its own aspects and impacts, as long as it is clear that these are industry-wide issues.</i></p>  |
| 19 | : <input type="checkbox"/> | Procedures for identifying environmental aspects of the company                   | <p>Does the report describe the company's procedures for identifying its environmental aspects? Environmental aspects are ways in which the company might be expected to interact with the environment.</p> <p><i>1 pt for a statement that the firm has a formal procedure for identifying environmental aspects</i><br/> <i>2 pts for a description of the methodology</i></p> <p><i>(The reason that this topic is included is that companies that have adopted ISO 14001 must have created a document describing how they identify their environmental aspects. The question is whether or not they report this methodology.)</i></p>  |
| 20 | : <input type="checkbox"/> | Procedures for identifying environmental impacts and assessing their significance | <p>Environmental impacts are environmental effects that are occurring or have occurred as a result of the company's operations. Does the company describe its procedures for identifying its environmental impacts and assessing their significance?</p> <p><i>1 pt for a statement that the firm has a formal procedure for identifying environmental impacts</i><br/> <i>2 pts for a description of the methodology</i></p> <p><i>(The reason that this topic is included is that companies that have adopted ISO 14001 must have created a document describing how they identify their environmental impacts. The question is whether or not they report this methodology.)</i></p> |
| 21 | : <input type="checkbox"/> | Documentation of environmental aspects of the company                             | <p>Does the report list and discuss the environmental aspects of the company?</p> <p><i>1 pt if one or more environmental aspects are mentioned anecdotally</i><br/> <i>2 pts if there is a systematic discussion of firm-wide environmental aspects</i></p> <p><i>(The reason that this topic is included is that companies that have adopted ISO 14001 must have created a list of their environmental aspects. Are they making this list public?)</i></p>   |
| 22 | : <input type="checkbox"/> | Documentation of significant environmental impacts of the company                 | <p>Does the report list and discuss the positive and negative environmental impacts of the company?</p> <p><i>1 pt if one or more environmental impacts are mentioned anecdotally</i><br/> <i>2 pts if there is a systematic discussion of the environmental impacts</i></p> <p><i>(The reason that this topic is included is that companies that have adopted ISO 14001 must have created a list of their environmental Impacts. Are they making this list public?)</i></p>   |

## F. Environmental Performance Indicators

- | <u>Q#</u> | <u>Page</u>                | <u>Score</u> | <u>Topic</u>  | <u>Question</u>  |
|-----------|----------------------------|--------------|---|--|
| 23        | : <input type="checkbox"/> |              | Environmental performance indicators used by the industry                         | <p>Does the report describe the environmental performance indicators used by its industry and indicate the company's relation to that industry? [This is an overview, points for individual indicators are treated in section H.]</p> <p><i>1 pt if at least one environmental indicator used by the industry is identified</i><br/> <i>2 pts if the firm formally discusses the indicators used by its industrial sector or references an external source of such metrics that it uses.</i></p> <p><i>(Simple environmental performance indicators are measurable quantities such as amount of energy, water, and materials use. Relative indicators derived from these, such as fuel use per widget produced, are also acceptable)</i></p> |
| 24        | : <input type="checkbox"/> |              | Procedures for selecting environmental performance indicators used by the company | <p>Does the report define the procedures used by the company to select its environmental performance indicators?</p> <p><i>1 pt if the procedures or rationale for selecting one or more environmental performance indicators are mentioned anecdotally</i><br/> <i>2 pts if there is a systematic discussion of the selection of environmental performance indicators</i></p> <p><i>(The reason that this topic is included is that companies that have adopted ISO 14001 must have produced a document defining these procedures. Are they making these procedures public?)</i></p>  |

## G. Environmental Initiatives and Mitigations

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
-----------	-------------	--------------	--------------	-----------------

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 25  Rationale for environmental initiatives and mitigations  
 Does the report describe the reasoning behind selecting particular environmental initiatives and mitigations?  
*1 pt if the procedures or rationale for selecting one or more environmental initiatives and mitigations are mentioned anecdotally*  
*2 pts if there is a systematic discussion of the selection of environmental initiatives and mitigations*  
*(See Questions 26 and 27 for a definition of initiatives and mitigations)*
- 26  Environmental initiatives, including donations and grants  
 Does the report describe the company's environmental initiatives?  
*1 pt for the description of one environmental initiative*  
*2 pts for the description of multiple environmental initiatives*  
*Initiatives are voluntary actions either to improve the company's environmental performance beyond regulatory requirements (reduced use of packaging, more efficient corporate transportation, etc.) or to benefit the environment (e.g. planting trees).*
- 27  Environmental mitigations  
 Does the report describe the company's environmental mitigations?  
*1 pt for the description of one environmental mitigation (identified as such, independent of initiatives)*  
*2 pts for the description of multiple environmental mitigations, or for a statement that none have been required.*  
*Mitigations, as distinct from voluntary initiatives, are required environmental enhancements, or offset stipulated by permission to build, regulation, or licensing, but nevertheless beneficial to the environment*  
*These include everything from required landscaping around buildings to construction of major recreation facilities (common in hydroelectric projects) or purchase of undisturbed land off site (to offset, for example, CO2 emissions).*

## H. Environmental Performance Comprehensiveness

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
28	<input type="checkbox"/>	<input type="checkbox"/>	Emissions contaminating soil - not including landfilled waste	Does the report describe and quantify the emission of pollutants to soil?  <i>1 pt if releases to soil are identified but not quantified</i> <i>2 pts if releases are both identified and quantified, or if it is claimed that none have occurred.</i> <i>The USEPA recognizes three environmental "media", air, water, and soil, by which humans can come into contact with waste chemicals. Permits are issued for industrial releases to air and water, but not usually for soil contamination other than landfills.</i> <i>Releases to soil (other than in designated landfills) are usually unintentional but can be highly contaminating both onsite (e.g. leaking underground storage tanks) and off (e.g. wind transport of chemical dusts, contaminants adjacent to railways).</i>
29	<input type="checkbox"/>	<input type="checkbox"/>	Emissions to air, greenhouse gas - including ozone depleting	Does the report estimate total greenhouse gas emissions including those from purchased energy and non-energy-related activities?  <i>1 pt if greenhouse gas releases to air are identified but not quantified</i> <i>2 pts if releases are both identified and quantified</i> <i>Greenhouse gasses are usually expressed as CO2 or CO2 equivalents. They might be reported separately as CO2, methane, nitrous oxide, and various fluorocarbons</i>
30	<input type="checkbox"/>	<input type="checkbox"/>	Emissions to air, non-greenhouse gas	Does the report describe and quantify the emission of non-greenhouse gas pollutants to the air?  <i>1 pt if non-greenhouse gas releases to air are identified but not quantified</i> <i>2 pts if releases are both identified and quantified</i> <i>Non-greenhouse gasses commonly reported include SO2 and NOx</i>
31	<input type="checkbox"/>	<input type="checkbox"/>	Emissions to water	Does the report describe and quantify the emission of pollutants to water?  <i>1 pt if releases to water are identified but not quantified</i> <i>2 pts if releases are both identified and quantified, or if the report states that there are none.</i>
32	<input type="checkbox"/>	<input type="checkbox"/>	Emissions, toxic or hazardous to any media	Does the report describe and quantify the emission of hazardous materials?  <i>1 pt if releases of toxic or hazardous materials are identified but not quantified</i> <i>2 pts if releases are both identified and quantified or if the report states that there are none.</i> <i>Toxic or hazardous materials are often identified as "Listed" substances, or "substances of concern", including heavy metals such as mercury and cadmium.</i> <i>It also includes many organic chemicals such as volatile organic carbon (VOCs), dioxin, solvents and pesticides, as well as small micron-range particulates. The list is long...if in doubt, check a more comprehensive list.</i>

## Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 33  Energy sources and consumption Does the report describe the company's energy sources and quantify its energy consumption?  
*1 pt for a quantitative measure of total energy consumption*  
*2 pts if this includes a breakdown by fuel type or other designation of source*
- 34  Geographic differences in environmental performance Does the report describe the company's comparative environmental performance based on geographic location?  
*1 pt for anecdotal discussion of this issue*  
*2 pts for systematic discussion*
- 35  Incidents and violations Does the report describe the company's environmental incidents, accidents, and violations?  
*1 pt for the identification of one environmental incident, accident, or violation.*  
*2 pts for systematic discussion of all such events, or if the report states that there are none.*
- 36  Life cycle analysis or planning Does the report describe the aspects of the company's operations, products, and services that are appropriate for life cycle consideration?  
*1 pt for anecdotal discussion of this issue (e.g. its application to a single product)*  
*2 pts for systematic discussion, including company-wide application*  
*Life Cycle Analysis (LCA) is a formal procedure that examines the environmental aspects and impacts of a process or product from "cradle to grave". To get credit here, it must be referred to as life cycle analyses or planning.*
- 37  Materials, raw, management of Does the report describe and quantify the company's management of its raw materials? (Leave blank and make a note in the margin if it just purchases them.)  
*1 pt for anecdotal discussion of raw materials management*  
*2 pts for quantitative description of raw materials management*  
*This topic primarily applies to natural resource management industries such as forestry, mining, and grazing.*
- 38  Materials, recycling of Does the report describe and quantify the company's recycling of materials during manufacturing?  
*1 pt for anecdotal discussion of recycling during manufacturing*  
*2 pts for quantitative description of amount of recycling during manufacturing*  
*This question refers to water, raw materials, or previously manufactured materials. The intent is to identify minimization of materials use by getting the maximum out of any materials coming into the plant and generating as little waste as possible.*  
*This differs from Question 50 which addresses waste that has been produced but may be subsequently used for something else rather than being landfilled or released to the environment.*
- 39  Materials, use in packaging Does the report describe and quantify the company's use of packaging materials?  
*1 pt for anecdotal discussion of use of packaging materials*  
*2 pts for quantitative description of such use*  
*Can apply to minimizing packaging in deliveries from suppliers as well as in packaging of products.*
- 40  Materials, use of hazardous Does the report describe and quantify the company's use of hazardous materials and why they are necessary?  
*1 pt if materials or amounts are just listed, or for a comment that such use is being minimized*  
*1 additional pt if there is an explanation of why such use is necessary*  
*\*2 pts for a statement that none are used.*  
*Hazardous materials are defined in Q 32*
- 41  Materials, minimization of, use of recycled or otherwise "green" Does the report describe and quantify the company's use of recycled materials or of materials that are otherwise environmentally friendly, such as those easily recyclable at end of product life?  
*1 pt for anecdotal discussion of use of recycled or otherwise "green" materials*  
*2 pts for quantitative description of such use*  
*"Green" refers to materials that are used specifically because they decrease the environmental impact over that which would occur using conventional materials.*

## Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 42  Remediation  
Does the report describe and quantify the company's remediation projects or state that there are none?  
*1 pt if such projects are referred to anecdotally*  
*2 pts if quantitative data are presented, or if there is a statement that no such projects have been required.*  
*Environmental remediation is site cleanup. Many companies have legacy problems with soil and groundwater contamination that they are cleaning up either voluntarily or under court order.*  
*Mitigation (Question 27) differs from remediation in that it occurs before construction rather than as cleanup, or takes place somewhere other than where the problem occurs. Both may be required as penance for a past problem.*
- 43  Products, environmental performance of  
Does the report describe and quantify the environmental performance of the company's products?  
*1 pt for anecdotal discussion of environmental performance of products or services*  
*2 pts for quantitative description of such use*  
*This topic most obviously applies to products, such as vehicles, that create much of their environmental disturbance during use. Most products and services, however, can be configured in ways that minimize their environmental impacts.*
- 44  Products, stewardship of  
Does the report describe and quantify the company's efforts to assure the environmental performance of its products and services throughout their lives and at end of life?  
*1 pt for anecdotal discussion of environmental performance of products or services*  
*2 pts for quantitative description of such performance*  
*This topic differs from Life Cycle Planning (Question 36) in that it requires action, such as environmental product maintenance, monitoring, or take-back at end of life.*
- 45  Protection and enhancement of the natural environment  
Does the report describe and quantify the company's efforts to enhance the natural environment?  
*1 pt for anecdotal discussion of environmental enhancement*  
*2 pts for quantitative description of such enhancement*  
*This question may overlap Questions 26 and 27 (Environmental Initiatives and Mitigations) if such actions are directed toward the natural environment. In that case this questions also gets credit.*  
*In this question, however, the natural environment is defined as undeveloped land, parks, and nature preserves, so that planting trees in an urban environment does not qualify as it would in Questions 26 and 27.*
- 46  Suppliers and contractors, environmental performance of  
Does the report describe the environmental performance of its suppliers and contractors, or the degree to which the company imposes its own environmental standards on them?  
*1 pt if there is anecdotal discussion of the company's interest in having its suppliers and contractors meet its own standards*  
*2 pts if a systematic effort to insure such compliance is described*
- 47  Waste disposed of - landfills, incinerators, etc  
Does the report describe and quantify the company's waste disposal practices?  
*1 pt if the various means by which the company's disposes of waste are mentioned*  
*2 pts if there is a quantitative breakdown*
- 48  Waste produced or stored, hazardous  
Does the report describe and quantify the hazardous waste produced by the company that must be disposed of?  
*1 pt if the generation and disposal of hazardous waste is addressed*  
*2 pts if the types, quantities, and ultimate disposal means are described, or \*if there is a declaration that none has been produced.*  
*Hazardous materials are defined in Q 32*
- 49  Waste produced or stored, non-hazardous or total  
Does the report describe and quantify the non-hazardous waste produced by the company that must be disposed of?  
*1 pt if the generation and disposal of general waste is addressed*  
*2 pts if the types, quantities, and ultimate disposal means are described*
- 50  Waste reused, recycled, or treated in a way that allows reuse  
Does the report describe the company's efforts to see that its waste is reused or recycled, either as a part of its operations or by external contractors or customers?  
*1 pt if the reuse of waste products is described*  
*2 pts if this is quantified and put into perspective with the total amount of waste produced*  
*This differs from Question 38 (recycling of materials during manufacture) in that it refers to waste materials that are used in a different process from the one which created them, or that leave the control of the company.*

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 51  Water sources and consumption Does the report describe the company's water sources and quantify its water consumption?  
*1 pt for consumption amounts*  
*1 additional pt for identification of source types or locations*

## I. Environmental Costs and Investments

- | <u>Q#</u> <u>Page</u> <u>Score</u> <u>Topic</u>                                | <u>Question</u>   |
|--|---|
| 52 <input type="checkbox"/> Environmental costs, including fines and penalties | Does the report describe costs that have been imposed on it by environmental regulations and fines (if any) for non-compliance?<br><br><i>1 pt for a general discussion of the costs incurred specifically to meet environmental regulations or to pay fines for environmental problems</i><br><i>2 pts for a quantitative list of such costs, or for a statement that none were incurred</i><br><i>This question is intended to address involuntary expenditures precipitated by new regulations, malfeasance, or accidents, rather than expenditures in anticipation of upcoming regulations.</i><br><i>In some reports the two types of costs may be mixed together, resulting in credit both for this question and for Question 53.</i> |
| 53 <input type="checkbox"/> Environmental investments                          | Does the report describe investments in the environment such as research and development, acquisition of non-required environmental technology, and company and employee environmental initiatives?<br><br><i>1 pt for a general discussion of the investments to improve environmental performance or in anticipation of upcoming environmental regulations</i><br><i>2 pts for a quantitative accounting of such investments</i>  |

## J. Environmental Goals and Targets

- | <u>Q#</u> <u>Page</u> <u>Score</u> <u>Topic</u>             | <u>Question</u>   |
|---|---|
| 54 <input type="checkbox"/> Rationale for goals and targets | Does the report provide a rationale for selecting particular environmental goals and targets?<br><br><i>1 pt for a general statement of why the company sets environmental goals and targets</i><br><i>2 pts for a formal discussion of why specific goals and targets were chosen.</i>         |
| 55 <input type="checkbox"/> Explicit goals                  | Does the report contain environmental goals and targets that are both explicit and appropriately comprehensive?<br><br><i>1 pt for at least one explicit (numerical) goal;</i><br><i>2 pts for a comprehensive list of goals appropriate to the company's environmental aspects and impacts</i> |

**2. Quantitative Environmental Performance: blank = not relevant, 0 = no data or no improvement, 1= improvement since last report, 2 = performance better than peer average, 3 = improvement since last report and performance better than peer average**

### Quantitative Environmental Performance (if more than one metric is presented, use an average score)

- | <u>Q#</u> <u>Page</u> <u>Score</u> <u>Topic</u>   | <u>Question</u>   |
|---|---|
| 56 <input type="checkbox"/> Emissions contaminating land - not including landfilled waste | Are fewer pollutants leaking, being spilled, or otherwise being released to soil?<br><br><i>1pt if quantitative improvement is documented since last report</i><br><i>2 pts if quantitative performance is documented to be better than peer average</i><br><i>3 pts if both improved and better than peer average, or *if the reports states that there were none</i><br><i>See Q 28 for definition of land contaminants</i>   |
| 57 <input type="checkbox"/> Emissions to air, greenhouse gas - including ozone depleting  | Is less greenhouse gas being emitted, including that from the generation of purchased energy? (Credit even if there is a reduction in only one of the greenhouse gasses emitted.)<br><br><i>1pt if quantitative improvement is documented since last report</i><br><i>2 pts if quantitative performance is documented to be better than peer average</i><br><i>3 pts if both improved and better than peer average</i><br><i>Greenhouse gases are defined in Q 29</i>                             |
| 58 <input type="checkbox"/> Emissions to air, non-greenhouse gas                          | Are fewer non-greenhouse gas pollutants being released to the air? (Credit even if there is a reduction in only one of the non-greenhouse gasses emitted.)<br><br><i>1pt if quantitative improvement is documented since last report</i><br><i>2 pts if quantitative performance is documented to be better than peer average</i><br><i>3 pts if both improved and better than peer average, or if the reports states that there were none</i><br><i>Non-greenhouse gases are defined in Q 30</i> |

## Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 59  Emissions, toxic or hazardous to any media  
 Are fewer toxic or hazardous emissions being made? (Credit even if there is a reduction in only one of the hazardous emissions.)  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if the reports states that there were none*  
*Toxic and hazardous emissions are defined in Q 32*
- 60  Emission to water  
 Are fewer pollutants being released to water? (Credit even if there is a reduction in only one of the pollutants being released .)  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if the reports states that there were none*
- 61  Energy sources and consumption  
 Is less energy being used? Are renewable sources being added?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*  
*Renewable energy sources include solar, wind, hydroelectric, biomass, etc., as opposed to natural gas, coal, and petroleum.*
- 62  Fines and penalties  
 Are there fewer fines and penalties?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if the reports states that there were none*
- 63  Geographic differences in environmental performance  
 Are there fewer geographic differences in environmental policy and practice within the company?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if the reports states that there were none*
- 64  Incidents and violations  
 Are there fewer environmental incidents and violations?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if the reports states that there were none*
- 65  Life cycle analysis or planning  
 Are more processes and products subject to life cycle analysis (LCA)? LCA is defined in Q 36  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*
- 66  Materials, raw, management of  
 If the company manages its own natural resources, is it doing it better? (Blank if it doesn't manage any natural resources.)  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*
- 67  Materials, recycling of  
 Are more materials being recycled during manufacturing?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*
- 68  Materials, use in packaging  
 Is packaging is being reduced or recycled? Are greener forms being substituted?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*
- 69  Materials, use of hazardous  
 Is use of hazardous materials being reduced?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or \*if the reports states that there were none*

## Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 70  Materials, use of recycled Is more recycled material being used in products? Are "greener" sources being used?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*  
*"Green" materials are defined in Q 41*
- 71  Remediation Is environmental remediation improving? (Blank if there is nothing to mitigate.)  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*  
*Environmental remediation is defined in Q 42*
- 72  Products, environmental performance of Is environmental performance of products improving?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*  
*Product performance is defined in Q 43*
- 73  Products, stewardship of Is product stewardship being applied to more products, or more comprehensively?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*  
*Product stewardship is defined in Q 44*
- 74  Protection and enhancement of the natural environment Is the company doing more to protect and enhance the natural environment?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*
- 75  Suppliers and contractors, environmental performance of Are the company's environmental policies and practices being more strongly required of suppliers and contractors?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if all suppliers and contractors comply*
- 76  Waste disposed of - landfills, incinerators, etc. Is less waste being disposed of? (i.e. less being produced, or more being treated or recycled)  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if no waste needing disposal is produced*
- 77  Waste produced or stored, hazardous Is less hazardous waste being produced?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or if no hazardous waste is produced*  
*Hazardous waste is defined in Q 32*
- 78  Waste produced or stored, non-hazardous or total Is less non-hazardous waste or less total waste being produced?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or \*if no waste is produced*
- 79  Waste reused or recycled Is a larger percentage of waste being reused or recycled?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average, or \*if all waste is being used or recycled*
- 80  Water sources and consumption Is less water being used? Are greener sources or recycling being added?  
*1pt if quantitative improvement is documented since last report*  
*2 pts if quantitative performance is documented to be better than peer average*  
*3 pts if both improved and better than peer average*

**3. Social Comprehensiveness: blank = not relevant, 0 = not mentioned, or only briefly mentioned, 1= formally addressed but restricted to specific divisions or facilities, or not very clear, 2 = appropriate detail, clear presentation**

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

## A. Company Social Profile

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
81	<input type="checkbox"/>	<input type="checkbox"/>	Company financials	Does the report provide enough financial information to clarify its size and profitability, and the way this is distributed geographically? <i>1 pt if the report contains summary financial information, but 2 pts if annual financial report is available on the web</i>
82	<input type="checkbox"/>	<input type="checkbox"/>	Demographic nature of the workforce	Does the report characterize its employees in a way that makes it possible for the reader to envision working conditions in the company? <i>1 pt for anecdotal demographic descriptions of some regional workforces 2 pts for comprehensive company-wide demographics This might include the numbers of employees, number of women, number of women in management, geographic distribution, and the level of employee education.</i>
83	<input type="checkbox"/>	<input type="checkbox"/>	Health and safety information	Does the report include relevant health and safety information such as numbers of lost workdays, accidents, and deaths? If appropriate to the industrial sector, does it describe health and safety training for employees? <i>1 pt if anecdotal 2 pts if quantitative</i>
84	<input type="checkbox"/>	<input type="checkbox"/>	Social contact person	Does the report identify a technically knowledgeable person who is willing to answer questions and provide additional information? Does it include the person's name, title, address, email address, and telephone number? <i>1 pt if a person is named but without an address, phone number, or email address 1 pt if an address is given, but no person is named 2 pts if a person is named along with an address, phone number, or email address May well be the same person and/or address identified in Question 3 as the environmental contact person, in which case, both that question and this one get the same score.</i>

## B. Social Vision and Commitment

<u>Q#</u>	<u>Page</u>	<u>Score</u>	<u>Topic</u>	<u>Question</u>
85	<input type="checkbox"/>	<input type="checkbox"/>	Visionary statement	Does the report include in its visionary statement expressions of a corporate commitment to being the best it can be for its employees, shareholders, its other stakeholders, and for society as a whole? <i>1 pt if there is a general discussion of the value of being a good social corporate citizen 2 pts if there is a formal commitment to being the best corporate social citizen possible</i>
86	<input type="checkbox"/>	<input type="checkbox"/>	Business case for following such a vision	Does the report legitimize its social vision and commitments by explaining why they are beneficial from a business standpoint and are good for the company's own sustainability? <i>1 pt if general business benefits cited 2 pts if quantitative, even if restricted to a single quantity such as number of employees retained, or by example showing that its efforts have resulted in employee retention.</i>
87	<input type="checkbox"/>	<input type="checkbox"/>	Implementation of vision and commitments	Does the report explain how the social vision and commitments are being implemented in the company? <i>1 pt if formally described but not comprehensively 2 pts if described with appropriate detail and clear presentation</i>
88	<input type="checkbox"/>	<input type="checkbox"/>	Commitment to employees	Does the report include specific commitments to its employees appropriate to its industrial sector? <i>1 pt if formally described but not comprehensively 2 pts if described with appropriate detail and clear presentation These might include commitments to health and safety training and precautions, and to technical and business training and education.</i>
89	<input type="checkbox"/>	<input type="checkbox"/>	Commitment to other stakeholders	Does the report include specific commitments to other stakeholders such as shareholders, local communities, industry trade organizations, and non-governmental organizations? <i>1 pt if formally described but not comprehensively 2 pts if described with appropriate detail and clear presentation</i>
90	<input type="checkbox"/>	<input type="checkbox"/>	Impediments and challenges	Does the report realistically describe the impediments and challenges that it faces in attempting to realize its vision and commitments? Does it describe both its successes and failures? <i>1 pt if formally described but not comprehensively 2 pts if described with appropriate detail and clear presentation Can be by example; does not need to be in a single section of the report, but should address actual impediments</i>

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

## C. Social Stakeholders

<u>Q#</u> <u>Page</u> <u>Score</u> <u>Topic</u>	<u>Question</u>
91 <input type="checkbox"/> Procedures for identifying social stakeholders	<p>Does the report describe the process or rationale for identifying social stakeholders?</p> <p><i>1 point if there is a brief description of these procedures 2 points if the procedures are described in detail</i></p> <p><i>Refer to question 9. If companies have such a process for environmental stakeholders the process may be the same for social stakeholders if the company is doing social (sustainability) reporting. These may be identical to the environmental stakeholders.</i></p> <p><i>(The reason that this topic is included is that companies that have adopted ISO 14001 must have created a document describing this process for environmental stakeholders. The question is whether or not they have done so for social ones as well.)</i></p>
92 <input type="checkbox"/> Description of stakeholders	<p>Does the report identify the company's social stakeholders?</p> <p><i>1 pt if a few types of stakeholders are mentioned 2 pts if there appears to be a relatively comprehensive list.</i></p> <p><i>These may be the same stakeholders identified in Q 9-Q12, in which case credit should be given in both cases</i></p>
93 <input type="checkbox"/> Consultation with social stakeholders	<p>Does the report describe the approaches and frequency of social stakeholder consultation?</p> <p><i>1 pt if there are anecdotal accounts of meeting with social stakeholders 2 pts if there is a more formal presentation.</i></p> <p><i>These may be the same stakeholders identified in Q 9-Q12, in which case credit should be given in both cases</i></p>
94 <input type="checkbox"/> Information obtained from consultation with social stakeholders and its use by the company	<p>Does the report describe what information the company obtains through social stakeholder consultation? Does the report describe how the company uses the information?</p> <p><i>1 pt if the report describes what information it obtains. 1 additional point if it describes how the information is used internally</i></p> <p><i>These may be the same stakeholders identified in Q 9-Q12, in which case credit should be given in both cases</i></p>

## D. Social Policy and Management

<u>Q#</u> <u>Page</u> <u>Score</u> <u>Topic</u>	<u>Question</u>
95 <input type="checkbox"/> Social policy statement	<p>Does the report include a formal statement of the company's social policy?</p> <p><i>1 pt if there is a casual mention of social policy 2 pts if there is a formal statement of social policy</i></p>
96 <input type="checkbox"/> Social organization and strategy	<p>Does the report describe the company's social management organization including its health and safety management?</p> <p><i>1 pt if there is a brief description of the organization, or an organization chart without names 2 pts if there is a formal org chart with titles and names</i></p>
97 <input type="checkbox"/> Social management system	<p>Does the report describe how the company manages social information?</p> <p><i>1 pt if there is a brief mention of the company's social or human resources management system 2 pts if the system is described in some detail</i></p>
98 <input type="checkbox"/> Voluntary regulations and standards of conduct	<p>Does the report identify voluntary standards and regulations subscribed to by the company?</p> <p><i>1 pt if there is an internal standard of social conduct (in addition to, or a subset of the social policy)</i></p> <p><i>2 pts if one or more external social code of conduct is subscribed to</i></p> <p><i>External codes of social conduct include Alliance for Global Sustainability, World Energy Council, Business Council for Sustainable Energy, United Nations Global Compact, the Global Sullivan Principals, etc.</i></p>
99 <input type="checkbox"/> Voluntary certifications	<p>Does the report describe the company's position and progress with respect to industry-standard social certifications appropriate to it (e.g. SA 8000)?</p> <p><i>1 pt if there is an internal standard of social conduct against which audits are conducted 2 pt if there is an external social code of conduct against which audits are conducted</i></p> <p><i>This question applies to auditable standards like SA 8000 and the EurepGAP agricultural standards</i></p>

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

## E. Social Aspects and Impacts

Q#	Page	Score	Topic	Question
100	<input type="checkbox"/>	<input type="checkbox"/>	Social aspects and impacts of the industry	<p>Does the report describe the social aspects and impacts characteristic of its industry?</p> <p><i>1 pt if one aspect or impact is discussed</i>  <i>2 pts if more than one aspect or impact is discussed</i></p> <p><i>Social aspects are ways the the industry interacts with the social and economic environment: social impacts are the results of that interaction.</i></p> <p><i>Full credit even if a company only describes its own aspects and impacts, as long as it is clear that these are industry-wide issues, e.g. How industry of this type influences the social structure and economy near its facilities</i></p>
101	<input type="checkbox"/>	<input type="checkbox"/>	Procedures for identifying social aspects of the company	<p>Does the report describe the company's procedures for identifying its social aspects?</p> <p><i>1 pt for a statement that the firm has a formal procedure for identifying social aspects</i>  <i>2 pts for a description of the methodology</i></p>
102	<input type="checkbox"/>	<input type="checkbox"/>	Procedures for identifying social impacts and assessing their significance	<p>Does the report describe its procedures for identifying the company's social impacts and assessing their significance?</p> <p><i>1 pt for a statement that the firm has a formal procedure for identifying social impacts and their significance</i>  <i>2 pts for a description of the methodology</i></p>
103	<input type="checkbox"/>	<input type="checkbox"/>	Documentation of social aspects of the company	<p>Does the report list and discuss the social aspects of the company?</p> <p><i>1 pt if one or more social aspects are mentioned anecdotally</i>  <i>2 pts if there is a systematic discussion of firm-wide socioeconomic aspects</i></p>
104	<input type="checkbox"/>	<input type="checkbox"/>	Documentation of significant social impacts of the company	<p>Does the report list and discuss social impacts (including positive ones) of the company?</p> <p><i>1 pt if one or more social impacts are mentioned anecdotally</i>  <i>2 pts if there is a systematic discussion of firm-wide socioeconomic impacts</i></p>

## F. Social Performance Indicators

Q#	Page	Score	Topic	Question
105	<input type="checkbox"/>	<input type="checkbox"/>	Social performance indicators used by the industry	<p>Does the report describe the social performance indicators used by the industry and indicate the company's relation to that industry? [This is an overview, points for individual indicators are treated in section H below.]</p> <p><i>1 pt if at least one social indicator used by the industry is identified</i>  <i>2 pts if the firm formally discusses the indicators used by its industrial sector or references an external source of such metrics that it uses.</i></p> <p><i>(Social performance indicators are measurable quantities such as numbers of injuries, workdays lost, amount of employee education and training, percent of female and minority employees, average salaries, etc. )</i></p>
106	<input type="checkbox"/>	<input type="checkbox"/>	Procedures for selecting social performance indicators used by the company	<p>Does the report define the procedures used by the company to select its social performance indicators?</p> <p><i>1 pt if the procedures or rationale for selecting one or more social performance indicators are mentioned anecdotally</i>  <i>2 pts if there is a systematic discussion of the selection of socioeconomic performance indicators</i></p>

## G. Social Initiatives

Q#	Page	Score	Topic	Question
107	<input type="checkbox"/>	<input type="checkbox"/>	Rationale for social initiatives	<p>Does the report describe the reasoning behind selecting particular social initiatives?</p> <p><i>1 pt if the procedures or rationale for selecting one or more social initiatives are mentioned anecdotally</i>  <i>2 pts if there is a systematic discussion of the selection of social initiatives</i></p> <p><i>Initiatives are voluntary actions either to improve the company's social performance beyond regulatory requirements (e.g. offering flex time) or to benefit the social environment (e.g. supporting community health services).</i></p>

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

108  Social initiatives, including donations and grants Does the report describe the company's social initiatives and quantify their results?

*1 pt for the description of one social initiative  
2 pts for the description of multiple socioeconomic initiatives  
Initiatives are voluntary actions either to improve the company's social performance beyond regulatory requirements (e.g. offering flex time) or to benefit the social environment (e.g. supporting community health services).*

## H. Social Performance Comprehensiveness

Q# Page Score Topic

109  Employees, compensation of

Question

Does the report describe the company's procedures and commitment to ensure that its wages meet minimum legal standards wherever it operates?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal, or if SA8000 certified*

110  Employees, corporal punishment of

Does the report describe the company's procedures and commitment not to engage in corporal punishment or other forms of abuse?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal, or if SA8000 certified*

111  Employees, discrimination against classes of

Does the report describe the company's procedures and commitment to fully non-discriminatory practices?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal, or if SA8000 certified*

112  Employees, forced labor of

Does the report describe the company's procedures and commitment not to utilize forced labor directly or through its suppliers?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal, or if SA8000 certified*

113  Employees, free association and collective bargaining of

Does the report describe the company's procedures and commitment to encourage freedom of employee association, and to support employee's legal rights to join trade unions or to otherwise bargain collectively?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal, or if SA8000 certified*

114  Employees, opportunities for advancement of

Does the report describe the company's efforts to facilitate the advancement of women and minorities to management positions?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal*

115  Employees, training and education of

Does the report describe the company's efforts to support internal and external education?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal.*

116  Employees, use of child labor

Does the report describe the company's procedures and commitment not to employ children younger than the locally mandated minimum age directly or through its suppliers?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal, or if SA8000 certified*

117  Employees, working hours of

Does the report describe the company's procedures and commitment to assure that it complies with all working hours legislation?

*1 pt for a statement of policy or commitment  
2 pts for a description of case studies, activities, or procedures intended to achieve the goal, or if SA8000 certified*

118  Incidents and violations

Does the report describe the company's social, health and safety incidents and violations, or state that there were none? (Does not include lost workdays, accidents, deaths, the topic of Q 83)

*1 pt for the identification of one social or economic incident, accident, or violation.  
2 pts for systematic discussion of all such events, or if the report states that there are none.*

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- |     |                          |   |  |
|-----|--------------------------|---|--|
| 119 | <input type="checkbox"/> | Protection and enhancement of the human environment | Does the report describe the company's efforts to enhance the social human environment, for example in surrounding communities?<br><br><i>1 pt for anecdotal descriptions</i><br><i>2 pts for systematic discussion of initiatives to protect and enhance the human environment</i>  |
| 120 | <input type="checkbox"/> | Suppliers and contractors, social performance of    | Does the report describe the social performance of its suppliers and contractors, or of the degree to which the company imposes its own standards on them?<br><br><i>1 pt if there is anecdotal discussion of the company's interest in having its suppliers and contractors meet its own social standards</i><br><i>2 pts if a systematic effort to insure such compliance is described</i> |
| 121 | <input type="checkbox"/> | Geographic differences in social performance        | Does the report describe the company's comparative social performance based on geographic location?<br><br><i>1 pt for anecdotal discussion of this issue</i><br><i>2 pts for systematic discussion</i>  |

## I. Social Costs and Investments

Q# Page Score Topic

- |     |                          |   |  |
|-----|--------------------------|---|--|
| 122 | <input type="checkbox"/> | Social costs, including fines and penalties | Does the report describe costs that have been imposed on it by social regulations and fines (if any) for non-compliance?<br><br><i>1 pt for a general discussion of the costs incurred specifically to meet social regulations or to pay fines for social problems</i><br><i>2 pts for a quantitative list of such costs, or for a statement that none were incurred</i> |
| 123 | <input type="checkbox"/> | Social investments                          | Does the report describe investments in social improvements?<br><br><i>1 pt for a general discussion of the investments to improve social performance or in anticipation of upcoming social regulations</i><br><i>2 pts for a quantitative accounting of such investments</i>  |

## J. Social Goals and Targets

Q# Page Score Topic

- |     |                          |                |   |
|-----|--------------------------|----------------|---|
| 124 | <input type="checkbox"/> | Rationale      | Does the report provide a rationale for selecting particular social goals and targets?<br><br><i>1 pt for a general statement of why the company sets social goals and targets</i><br><i>2 pts for a formal discussion of why specific goals and targets were chosen.</i>         |
| 125 | <input type="checkbox"/> | Explicit goals | Does the report contain social goals and targets that are both explicit and appropriately comprehensive?<br><br><i>1 pt for at least one explicit (numerical) goal;</i><br><i>2 pts for a comprehensive list of goals appropriate to the company's social aspects and impacts</i> |

**4. Quantitative Social Performance: blank = not relevant, 0 = no data or no improvement, 1= improvement since last report, 2 = performance better than peer average, 3 = improvement since last report and performance better than peer average**

## Quantitative Social Performance (if more than one metric is presented, use an average score)

Q# Page Score Topic

- |     |                          |  |   |
|-----|--------------------------|--|---|
| 126 | <input type="checkbox"/> | Employees, compensation of                           | Do more wages meet minimum legal standards?<br><br><i>1pt if improvement is documented since last report</i><br><i>2 pts if performance is documented to be better than peer average</i><br><i>3 points if both improved and better than peers, or if there is an explicit declaration that all wages currently meet minimum legal standards, or if formal SA 8000 procedures are in place at all facilities</i>                                      |
| 127 | <input type="checkbox"/> | Employees, mental coercion or corporal punishment of | Are more measures in place to limit possibility corporal punishment or other forms of abuse?<br><br><i>1pt if improvement is documented since last report</i><br><i>2 pts if performance is documented to be better than peer average</i><br><i>3 pts if both improved and better than peers, if is explicitly stated that there currently is no coercion or corporeal punishment, or if formal SA 8000 procedures are in place at all facilities</i> |

## Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 128  Employees, discrimination against classes of  
 Are more non-discriminatory practices being used?  
*1pt if improvement is documented since last report*  
*2 pts if performance is documented to be better than peer average*  
*3 pts if both improved and better than peers, or if it is explicitly stated that there currently is no discrimination against classes of employees, or if formal SA 8000 procedures are in place at all facilities*
- 129  Employees, forced labor of  
 Are better procedures in place to prevent forced labor directly or through suppliers?  
*1pt if improvement is documented since last report*  
*2 pts if performance is documented to be better than peer average*  
*3 pts if both improved and better than peers, or if it is explicitly stated that there currently is no forced labor, or if SA8000 compliant, or if formal SA 8000 procedures are in place at all facilities*
- 130  Employees, free association and collective bargaining of  
 Are better procedures in place to encourage freedom of employee association, and to support employee's legal rights to join trade unions or to otherwise bargain collectively?  
*1pt if improvement is documented since last report*  
*2 pts if performance is documented to be better than peer average*  
*3 pts if both improved and better than peers, or if it is explicitly stated that all employees currently have the right of free association and collective bargaining, or if formal SA 8000 procedures are in place at all facilities*
- 131  Employees, opportunities for advancement of  
 Are there more women and minorities in management positions?  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*
- 132  Employees, training and education of  
 Is there more internal and external education?  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*
- 133  Employees, use of child labor  
 Is there better control of child labor than before?  
*1pt if improvement is documented since last report*  
*2 pts if performance is documented to be better than peer average*  
*3 pts if both improved and better than peers, or if it is explicitly stated that there currently is no illegal use of child labor, or if formal SA 8000 procedures are in place at all facilities*
- 134  Employees, working hours of  
 Are better procedures in place to assure that it complies with all working hours legislation?  
*1pt if improvement is documented since last report*  
*2 pts if performance is documented to be better than peer average, \*if formal SA 8000 procedures are in place at all facilities*  
*3 pts if both improved and better than peers, or if it is explicitly stated that the company currently is in compliance with all working hours regulations, or if SA8000 compliant*
- 135  Health and safety  
 Are there fewer lost workdays, injuries, deaths?  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*  
*3 pts if there are no lost workdays, injuries, or deaths.*
- 136  Incidents and violations  
 Are there fewer incidents and violations? (Does not include lost workdays, injuries, deaths; the topics of Q 135)  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*  
*This question refers not to the health and safety "incidents" of Q 135, but to other incidents of a social nature that are illegal, or not in accordance with the company's social policies.*
- 137  Fines and penalties  
 Are there fewer social fines and penalties?  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*  
*3 pts if there were no fines and penalties*
- 138  Suppliers and contractors  
 Are more suppliers and contractors required to adopt the company's social standards on suppliers and contractors?  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*

# Pacific Sustainability Index™ Scoring Sheet Revised 2/7/05

- 139  Geographic differences      Are there fewer social performance differences based on geographic location?  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*
- 140  Protection and enhancement of the human environment      Is the company doing more to enhance the human environment?  
*1pt if improvement is documented since last report*  
*2 pts additional if performance is documented to be better than peer average*

## 7-Supplemental and Categorical Variables

### Supplemental and Categorical Variables

- | <u>Q#</u> <u>Page</u> <u>Score</u> <u>Topic</u>                                       | <u>Question</u>  |
|---|--|
| 141 <input type="checkbox"/> Third Party Validation                                   | Is the report validated by a third party auditor?<br><i>2 points if it is.</i>   |
| 142 <input type="checkbox"/> AA1000 Certification                                     | Does the third party validation conform to the AA1000 standard?<br><i>2 points if it does</i>  |
| 143 <input type="checkbox"/> ISO 14001 or EMAS Certification                          | Is the company certified against the ISO 14001 international environmental standard or against the European EMAS standard?<br><i>1 point if at least one operation is certified, 2 pts if all are.</i>   |
| 144 <input type="checkbox"/> SA8000 Certification                                     | Is the company certified against the SA8000 social responsibility standard?<br><i>1 point if at least 50% of operations certified, 2 pts if 100%</i>   |
| 145 <input type="checkbox"/> UN Global Compact, Universal Declaration of Human Rights | Does the report state that the company is a signatory to the United Nations Global Compact, or that it supports the Universal Declaration of Human Rights on which the Global Compact is based?<br><i>1 pt if "embraced" or otherwise stated as a goal</i><br><i>2 points if a signatory</i>   |
| 146 <input type="checkbox"/> OECD Guidelines for Multi-National Enterprises           | Is there a statement of support for the OECD Guidelines for Multi-National Enterprises?<br><i>2 points if there is, blank if the company is not multinational.</i>   |
| 147 <input type="checkbox"/> ILO Core Labor Standards                                 | Does the report express a commitment to respect all the ILO Core Labor Standards?<br><i>2 pts if yes.</i>  |
| 148 <input type="checkbox"/> UN Basic Principles on the Use of Force                  | Does the report endorse the UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials?<br><i>2 points if yes.</i>  |
| 149 <input type="checkbox"/> GRI Guidelines   | Does the report state that it is written following the Global Reporting Initiative Guidelines?<br><i>1 pt if the company acknowledges some guidance with the GRI guidelines.</i><br><i>2 pts if the report states that it is written "in adherence with" the current GRI guidelines.</i><br><i>3 points if it states that it is written "in accordance with" the current GRI guidelines.</i> |