

SOCIAL

How a company manages relationships with employees, suppliers, customers and communities where it operates

		Category	Best Practice	Source
Labor	1	Labor Management	Competitive compensation, benefits, and performance incentives; efforts to develop formal employee engagement and communication channels	Glass Door, NBRI
	2	Health & Safety	Comprehensive H&S policies and implementation mechanisms, including identification and elimination of sources of H&S risk, training, operations and contractors performance auditing, certification, improvement targets. Assessment of historical performance tracking & reporting.	OSHA, 10-K
	3	Human Capital	Strong benefits and training programs; efforts to develop strong employee engagement and retention.	Online search, ask company
	4	Diversity & Inclusion	Efforts to monitor, track and improve race, ethnicity, and gender diversity and pay equality; equal opportunities for high-paying positions; evaluation of bias that may prohibit hiring and promotions; and factoring in accommodations for flex work arrangements & family leave	Eval C-suite, ask company
Product	5	Product Safety & Quality	Efforts to mitigate risks of product safety lapses throughout operations and the supply chain; performance on industry-specific product quality metrics.	Review high risk areas
	6	Nutrition & Health	Efforts to introduce products with improved nutritional or health profile; credibility of the product claims (third party certification); R&D capacity; controversies related to false marketing claims	FDA, USDA, Consumer Reports
	7	Chemical Safety	Efforts to identify and eliminate substances of concern; transparency in ingredient formulas; R&D capacity in green chemistry	Lawsuit search
	8	Access & Affordability	Efforts to capitalize on market growth opportunities through offering services and products to underserved demographics and in unsaturated markets	FDA, lawsuit search
	10	Controversial Sourcing	Existence and strength of policy addressing the material(s) of concern; whether materials sourced are certified to have been obtained in a way that minimized harm; whether the company has transparency into and works with its suppliers.	Online search, ask company, 10-K
	11	Supply Chain Labor Standards	Efforts to mitigate poor labor practices in the supply chain through implementation of labor management policies (codes of conduct), compliance verification programs, and initiatives to enhance awareness and compliance among suppliers.	Analysis of product placement
	12	Privacy & Data Security	Comprehensiveness of privacy and internal data security management systems; existence of products or services that enhance privacy; occurrence of breaches or other privacy-related controversies.	10-K, online search for breaches
Comm.	14	Community Impact	Efforts to positively contribute to the community	Online search, ask company