

Appendix

Appendix 1: A Certification for the Entire Company. B Corp Certification



Source: Honeyman, 2014, p. 12

Appendix 2: B Impact Assessment LogIn Portal for Boa Energia

The screenshot shows the B Impact Assessment portal interface. At the top left is the 'B Impact Assessment' logo. At the top right are links for 'Change Language', 'Manage Users', 'Change Password', and 'Log Out'. Below the logo is a navigation menu with seven items:

- 1 Assess Your Impact > 100% Complete
- 2 Review & Compare Your Impact Report > 90 PTS / 200
- 3 Improve Your Impact >
- 4 Complete Your Profile > 100% Complete
- 5 Upload Documents > 100% Complete
- 6 Review Data Sharing >
- 7 For Certified B Corps > 0% Complete

Below the menu is contact information for B Lab Staff: Fabiano Pedrosa de Araujo, fabiano@bcorporation.net, Office: 610-259-0299.

The main content area displays a welcome message: 'Welcome, Nuno'. Below this, it says 'These Quick Tips might help you begin the Assessment.' and provides two buttons: 'Start Quick Tip' and 'Go Directly to Assessment'. A 'Skip This Tutorial' link is located at the bottom right of the main content area.

Appendix 3: Boa Energia's Charity Contribution in the Year 2015

Contributions to charities in last FY		Total Sales of last FY
Name of charity organisation	Amount of donation (€)	226058,05
appacdm	405,9	
appacdm	369,55	
Associacao Joao Santos	477,18	
Support refugee by UN	20	% of revenue donated to charities in the last FY
Conversa amiga	712,17	0,010107138
Lobos de Malveira	300	
Total	2284,8	

Appendix 4: Capitalization Table of Boa Energia's Ownership – Evidence of locally located ownership

Capitalization Table							List of All Company Facilities			
	List of all material owners of company (Legal Name or individual or entity; all info kept confidential)	Is this owner an INDIVIDUAL owner (i.e. owns stock, stock equivalents, or stock options in the company) or an ENTITY (organization)?	Location of this owner (city and state or zip code is acceptable):	Is this owner local (with in 200 miles) of a company facility?	Number of shares or percent of company held by this Owner?		Type/Name of Facility	Address	# of employees at facility	Total # of Workers:
						Total # of Shares:	Lisbon headquarter	Praça Duque da Terceira, nº 24	4	8
						100	Oporto Offices	Rua Alfredo Keil nº 305	4	
1	Nuno Brito	Individual	Lisbon	Y	30	3.000 €				
2	Carmen Estevez	Individual	Lisbon	Y	10	1.000 €				
3	Miguel Aroso	Individual	Porto	Y	30	3.000 €				
4	Ricardo Inglesias	Individual	Porto	Y	30	3.000 €				
5					Total	10.000 €				

Appendix 5: Boa Energia's Supplier List – Evidence that most suppliers are legally registered within the same national borders

Category/Item	Supplier	Based in	Address	Amount spent
Independent Suppliers				
Electrical material	Lampo Ideias - Material Eléctrico, Lda	Portugal	Fonte Salgada, Caixa Postal 720 Z, Tavira, Faro, Portugal	422,06 €
PV panels, inverters, cabel	ECOSIST	Portugal	Largo de Santo António, nº 56, R/C Dto, 4520- 473 Rio Meão	71.513,90 €
LED lighting, water safing equipment	FILOTIPO, LDA	Portugal	R. LAURA ROCHA, Nº 147, Porto	7.316,36 €
Solar water pump	FF Solar - SOLAR-Energias Renováveis, Lda	Portugal	Parque Industrial da Feteirinha Lt. 1; 8670-440 Aljezur; Portugal	507,38 €
Electrical material	M.Lima & M.Lima Lda	Portugal	Travessa Arca de Noé, n.50; 4400-367 Vila Nova de Gaia	8.429,65 €
Electrical equipment	Surolec, Lda	Portugal	R. Henrique Santana 17B, 2730-231 Barcarena, Portugal	1.147,47 €
PV structures	Parfel Systems Lda	Portugal	Cabeço Velhinho, Volta da Pedra, 2950-059 Palmela, Portugal	5.892,18 €
Energy meters	RESUL-Equipamentos de Energia SA	Portugal	Via do Oriente, 2695-167 Bobadela, Portugal	1.114,38 €
Mechanical tools (nails etc.)	Nicolau & Rosa, Lda	Portugal	R. Nossa Sra. Conceição 9, 2794-013 Carnaxide, Portugal	105,35 €
PV panels, inverters, cabel	DONAUER Solar Systems Lda	Portugal	Núcleo Empresarial, Zona Sul - N.º 92, 2665-601 Venda do Pinheiro, Portugal	24.885,78 €
LED lighting	Joteilux II Mat.Eléctrico, Lda	Portugal	Rua José Elias Garcia, Lt. 43, Lj. B, Queluz, Lisboa	746,49 €
Energy monitoring systems	NIMPHER-Soluções Energéticas, Lda	Portugal	Pólo Industrial Da Queijada, Lt. 11, Ponte De Lima, Viana Do Castelo, Portugal	1.140,83 €
Batteries	Tuttiurge Unipessoal, Lda	Portugal	Rua Principal, Nº 8, Ameal, Carvalho, 3360-011 PENACOVA	246,00 €
Marketing material	Linetek-Brand Design	Portugal	R. Azedo Gneco 78B, 1350-223 Lisboa, Portugal	73,45 €
PV panels	Lobosolar-Energias Renováveis Lda	Portugal	R. Gen. Humberto Delgado à Horta das Figueiras 11, 7005-500 Évora, Portugal	29.278,92 €
Water saving equipment	ECOFREE-Comércio Economizadores Agua Energia,	Portugal	35, Eirogo-Areias de Vilar e Encourados, 4755-041 AREIAS DE VILAR	155,93 €
Electrical equipment	Silvério & Silvério, Lda	Portugal	N4 213, Pegões, Portugal	804,67 €
Energy monitoring equipment	PRONODIS-Soluções Tecnológicas, Lda	Portugal	Zona Industrial Sul, Rua D, nº11, 3770-305 Oliveira do Bairro, Portugal	867,03 €
Electrical equipment	armasul - distribuidor materiais eléctricos SA	Portugal	R. Álvaro Ferreira Alves 27, Zona Industrial Santa Marta do Pinhal	128,51 €
LED lighting	STOCKLED, Lda	Portugal	Rua da Associação, Lt 78, Lj 3. Casal dos Matos - Pousos. 2410-464 Leiria Portugal	1.455,34 €
Web domains	Redevif Tecnologias de Informação Lda	Portugal	Rua St António 770, Santa Maria de Avioso, 4475-611 MAIA Santa Maria de Avioso	45,00 €
Water pump	SANIPINA, Lda	Portugal	Quintas da Varzea, Sítio do Carmo, 8400-405 Lagoa, Algarve - Portugal	1.148,01 €
PV panels, storage	Sun Invention-Global Innovations B.V	Amsterdam, Netherlands	Da Costastraat 33 3, 1053 ZA, Da Costabuurt, Stadsdeel West, Amsterdam	1.380,00 €
Monitoring devices for energy	SMAPPEE nv	Portugal	Smappee n.v., Evolis 100, 8500 Kortrijk, Belgium	160,41 €
Socket energy meters	POLLIN Electronic Gmbh	Germany	Max-Pollin-Straße 1, 85104 Pförring, Germany	1.096,38 €
Marketing material (visiting cards)	Pixartprinting Spa	Portugal	United States	68,80 €
Solar backpacks	Voltaic Systems	United States	http://www.voltaicsystems.com	96,92 €
Communication consulting	The Loyal Advisory Company, Lda	Portugal	Rua Oliveira Martins 39, 1º - 1000-211 Lisboa	3.093,45 €
Higiene	4Work Segurança Higiene e Saude No Trabalho Lda	Portugal	Rua Tenente Espanca, n.º 34 - 3.º - 1050-223 Lisboa	240,00 €
Dependent Suppliers				
LED lighting	Luminoproject, Lda	Portugal	R. José Fontana 74 Zona Industrial Sta. Marta de Corroios, 2845-408 Amora, Portugal	14.896,53 €
Electrical equipment and tools	REXEL-Distribuição Mat.Eléctrico, SA	Portugal	Multi Business Center, Estrada nacional 249, Loja C2, C3,C4, 2785-035 Abóboda, Portugal	526,37 €
PV panels, inverters	Krannich Solar S.L.U.	Spain	Avinguda Alqueria de Moredt, 39, 46210 Picanya, València, Spain	4.402,63 €
Shipped equipment from Germany to Portugal	Schenker Deutschland AG	Germany		260,00 €
			Total	183.646,18 €

Appendix 8: Boa Energia Employee Compensation 2015 & 2014

Employee Info					
Employee #	Employee Name (<i>non-executives only</i>)	Total compensation (Including bonuses) paid to this employee during the last FY (annual wage + bonus)	How long was this employee employed by the company in the last FY (2015)?	Total compensation (Including bonuses) paid to this employee during the previous (2 years ago) FY (annual wage +	How long was this employee employed by the company in the previous FY (2014)?
1	Soraya Alejos Meriel	2.412,67 €	2,5 months	9.559,44 €	9,5 months
2	Tiago André Clemente Machado	3.149,92 €	4 months	6.218,10 €	8 months
3	Ana Cristina Domingues Guedes Viegas	6.353,49 €	6 months	5.027,67 €	6 months
4	Henrique Miguel Garcia Brojo da Silva Paranhos	4.123,74 €	6 months	4.095,09 €	6 months
5	Bruno Alexandre Ramos Martins	14.927,27 €	12 months	988,82 €	1 months

Appendix 9: Extract of Employee Handbook – Proof of number of days paid off

BOA ENERGIA
Férias e prémios

Férias

Períodos de férias:

- Formal: 22 dias úteis
- Saúde e assuntos pessoais: 2 dias úteis
- Aniversário: 0,5 dias úteis

Prémios

Compensações e recompensas

- Cumprimento de objetivos coletivos:
 - 0,5% do investimento total (crowdinvestment) se objetivo anual atingido
 - 0,25% do investimento total (crowdinvestment) se objetivo intermédio atingido

27

Appendix 10: Brief Company Profile of BE


General Information		= Required information	
Account Name	Boa Energia, lda		
Website	www.boaenergia.pt		
Phone	00351213471370		

Corporate Structure			
Country of Incorporation	Portugal	Date Founded	7/18/2012 [14/2017]
State of Incorporation	not listed	Ownership Type	Private
Corporate Structure	Not listed		

Company Descriptors	
Please provide a brief description of your company and your company's mission statement below:	
Products & Services	Consulting services, Solar projects, Energy efficiency projects
Short Description	- Consulting services: Observation of present energy usage, diagnosis of current situation, proposal of better and simple solutions that will ensure faster and higher return - Products: e.g. Autoconsumo fotovoltaico, Iluminação LED
Company Mission	To actively engage citizens and companies in the transition to renewable, efficient and decentralized energy system
Company Blurb (100 characters)	Renewable energy solutions that generate faster and higher return through more efficient usage

Address Information			
Operations Address	Praça Duque da Terceira, nº 24	City of Operations	Lisbon, Oporto
State/Province of Operations	Lisbon	Country of Operations	Portugal
Postal Code	1200-161		

Appendix 11: Boa Energia's Overall Rating in the BIA

	Your Total Pts	Percent Earned 
Overall Rating	90.0 pts	
Governance	6.1	
Mission & Engagement	1.0	50%
Corporate Accountability	0.0	0%
Transparency	2.6	59%
Workers	16.8	
Compensation & Wages	2.4	20%
Benefits	8.4	69%
Training & Education	0.4	17%
Worker Ownership	1.0	17%
Management & Worker Communication	2.7	38%
Community	22.9	
Job Creation	1.3	42%
Diversity & Inclusion	3.2	36%
Civic Engagement & Giving	9.2	76%
Local Involvement	5.3	58%
Suppliers, Distributors & Product	4.0	33%
Environment	44.2	
Land, Office, Plant	3.1	39%
Inputs	6.9	41%
Outputs	3.1	31%
Transportation, Distribution & Suppliers	5.0	50%

** For Ordinary Businesses, Other Sustainable Businesses, and Certified B Corps, Total B Impact Scores will not equal the sum of the sub-scores since each reflects a median score.

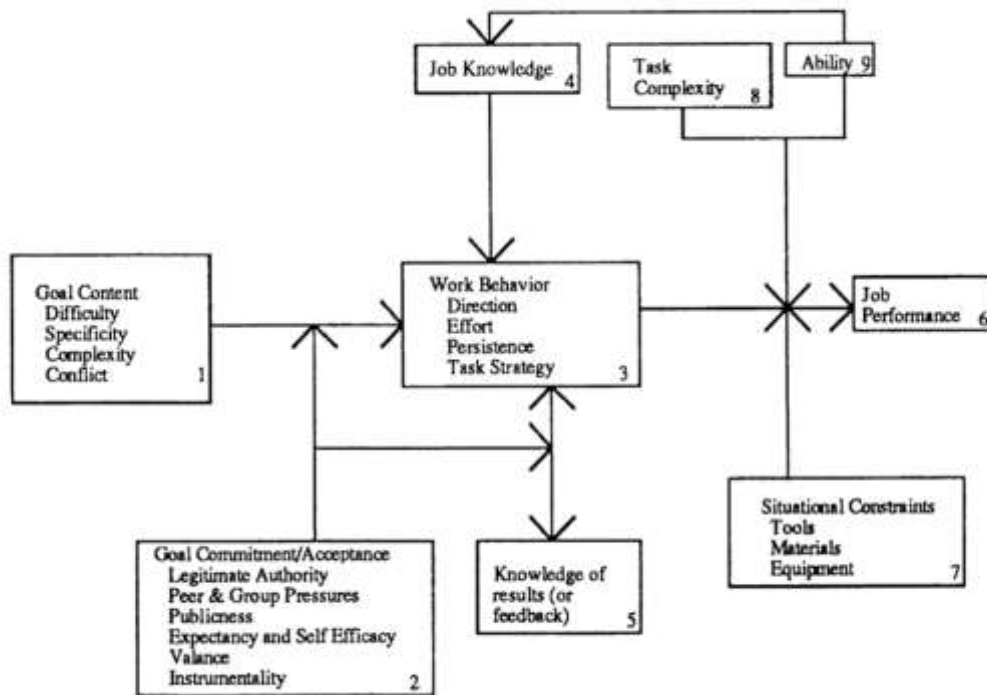
Source: B Corporation, 2016

Appendix 12: Boa Energia's number of Above, Average and Below average responses



Source: B Corporation, 2016

Appendix 13: The Goal Setting Process



Boxes	Content	Interrelations
1. Goal content	Specificity, difficulty, complexity, conflict	Causal determinant of Work Behaviour (Box 3) if there is commitment (Box 2) to the goal
2. Goal Commitment/Acceptance	Goal setter's legitimate authority, peer and group pressures, publicness, expectancy, self-efficacy, valence, instrumentality	Intervening construct in the relationship between goals and Job Performance (Box 6)
3. Work Behaviour	Direction, Effort, Persistence, Task Strategy	Determines goal content (Box 1) if there is commitment (Box 2) to the goal. After becoming committed to the goal, employee may begin with task strategizing. This means that employee will directly start to think about how to attain the goal.
4. Job Knowledge		Affects work behaviour (Box 4) Studies found evidence for a. strong casual effect of general cognitive ability on job knowledge b. strong casual effect of job knowledge on performance

		c. additional moderate and incremental causal effect of general cognitive ability directly on job performance
5. Knowledge of results (or feedback)		Interdependent with work behaviour (Box 3). Feedback is a necessary condition for goals and have subsequent effect on job performance (Box 6).
6. Job Performance		Moderated by situational constraints (Box 7)
7. Situational Constraints	Tools, materials, equipment	Moderates relationship between job performance (Box 6) and work behaviour
8. Task Complexity		With simple tasks goals have strong effect on job performance (Box 6) With complex tasks goals have a weaker effect on performance
9. Ability		Relationship between work behaviour (Box 3) and job performance (Box 6) requires sufficient amount of individual ability Employees' ability affects level of job knowledge (Box

		4), which in turn affects one's work behaviour (Box 3)
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Appendix 14: Concept of the Fair Labor Association (FLA)



Source: Fair Labour Association, 2016

Appendix 15: FLA Code of Conduct elements

CODE ELEMENT	DESCRIPTION
EMPLOYMENT RELATIONSHIP	Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.
NONDISCRIMINATION	No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.
HARASSMENT OR ABUSE	Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
FORCED LABOR	There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.
CHILD LABOR	No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.
HEALTH, SAFETY, AND ENVIRONMENT	Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.
HOURS OF WORK	Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime on a regular basis and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.
COMPENSATION	Every worker has a right to compensation for a regular work week that is sufficient to meet the workers' basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

Source: Fair Labour Association, 2016

Appendix 16: Overview of Best Practices

Table 1: Best Practices derived from BIA

BEST PRACTICES DERIVED FROM B IMPACT ASSESSMENT (BIA)					
Best Practice	Question of BIA	Checked before	Check after implementation	Difficulty of Implementation	Status of Implementation
Formal Goal-Setting	WR 6.1	None of the above	"Is conducted on at least an annual basis" "Includes peer and subordinate input" "Provides written guidance for career development" "Clearly identifies achievable goals"	Easy	Not done yet
Extend employee Handbook	WR 6.2	"Statement on work hours" "Policies on benefits, training and leave" "Pay and performance issues"	"A non-discrimination statement" "Prohibition of child labor and forced/compulsory labor" "An anti-harassment policy" "Grievance resolution" "Disciplinary procedures and possible sanctions" "Statement regarding workers' right to bargain collectively and freedom of association"	Easy	Not done yet
Financial Reporting about Charities	WR	General improvement (not directed to specific question in the BIA)	General improvement	Easy	Done
Create Simple Supplier List	CM	General improvement (not directed to specific question in the BIA)	General improvement	Easy	Done
Create Supplier Code of Conduct	CM6.4 CM6.5a CM6.7a	CM6.4: "No formal screening process in place" CM6.5a: "Significant Suppliers are evaluated based on company's own criteria" CM6.7a: "No"	CM6.4: "Screened for negative practices or regulatory non-compliance (e.g. no child labor)" CM6.5a: "Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)" "Company visits a majority of Significant Suppliers on-site" CM6.7a: "Yes"	Challenging	Not done yet
Worker Training concerning Diversity Issues	CM3.18	"None of the Above"	"Gender inclusiveness" "Minorities" "LGBT community" "Individuals with disabilities"	Easy	Not done yet
Paid time off for FT employees to do volunteer services	CM4.2b	"Do not offer paid or unpaid time off"	"20 hours or more a year of paid time off"	Easy	Not done yet
Difficulty Scale: Easy - Moderate - Challenging					

Table 2: Best Practices derived from Benchmark

BEST PRACTICES DERIVED FROM BENCHMARKING			
Best Practices	Description	Difficulty of Implementation	Implementation Status
Transparent Annual Report	Sharing mission-related performance with the public can build consumer and local community trust	Moderate	Not done yet
External Professional Development	Attracting and retaining skilled labour by ensuring continuous learning for employees	Easy	Not done yet
Building "Boa Energia Community"	Implement the following tools: "green index" for finding Portuguese companies using 100% renewable energy, "BE Spotlight" showing well-known Portuguese who use BE's solutions, "BE powered nonprofits" pointing out well-known non-profits that BE supports	Challenging	Not done yet
Employee Ownership	Invest an amount of money when employees join the business as owners and at the end of each year, they are paid a portion of the money the business makes after expenses	Challenging	Not done yet
Engaging in University Competitions	Being collaborator for university competitions such as Solar Decathlon Europe (SDE)	Easy	Not done yet
Difficulty Scale: Easy - Moderate - Challenging			

Appendix 17: Company Information

Clean Yield

About the Company: Founded in 1985 Norwich, Vermont United States, Clean Yield is a pioneer in the field of socially responsible investing (SRI). They support their clients to avoid profiting from the exploitation of people and the environment and work closely with them and their capital to press for a healthier, more sustainable society. They do not only serve clients by buying and selling securities on their behalf, but also include services such as community

investing, slow-money investing, and “shareholder activism”. Its overall B score is 139 points.

Source: Cleanyield, 2016

Bullfrog Power

About the Company: Bullfrog is a Canadian organization seeking to provide Canadians with easy and practical 100% renewable energy solutions for their homes, businesses and transportation that empower them to create a sustainable world for future generations. Its green electricity comes exclusively from wind and hydro facilities that have been certified as low impact. Meeting strict environmental criteria defined by ICF International, Bullfrog offers a clean, renewable alternative to fossil fuel-based natural gas. From fundraising events to their sustainability committee’s tireless work to make us even greener, Bullfrog is always out in their community, encouraging Canadians to make their voices heard on the environment by choosing green energy. Bullfrog’s overall B score is 119 points.

Source: Bullfrogpower 2016

PV Squared

About the Company: PV Squared is a licensed and accredited solar energy design and installation company located in Greenfield, Massachusetts. They serve residential, commercial, and institutional clients throughout the region. Its overall B Score is 141.

Source: PV Squared, 2016

Appendix 18: Casa em Movimento



Source: inhabitat, 2012

Appendix 19: Boa Energia's answers in the B Impact Assessment

Boa Energia, Ida Assessment (2016-12-19)

Version: Wholesale/Retail Track / 1-9 Employees / Developed - Global Market

Fri Dec 30 19:41:57 GMT 2016

Governance

Governance: Mission & Engagement

GV1.1 Select the description that best describes your business. [Not Weighted]

- Positive social/environmental impact is desirable but not a particular focus for our business.
- Social and environmental impact is frequently considered but it isn't a high priority.
- We consider social and environmental impact in some aspects of our business but infrequently.
- We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- We treat our social/environmental impact as a primary measure of success for our business and prioritize it even in cases where it may not drive profitability.

GV1.2 Does your company have a corporate mission statement, and does it include any of the following? [Less Weighted]

- No written statement
- A written corporate mission statement that does not include a social or environmental commitment
- A general commitment to social and/or environmental responsibility and stewardship
- A commitment to a specific positive social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to a specific positive environmental impact (e.g. reducing waste to landfill with upcycled products)
- A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)

GV1.3 Please type or paste your mission statement here. [Not Weighted]

To actively engage citizens and companies in the transition to renewable, efficient and decentralized energy system

GV1.5a Does the Board of Directors or equivalent governing body review the company's social or environmental performance on at least an annual basis? [Equally Weighted]

- Yes No N/A - No Board of Directors or equivalent governing body

GV1.8a In the last year, how did the company solicit specific feedback from its external stakeholders (excluding employees and investors) regarding the company's social and environmental performance? [Less Weighted]

- No formal stakeholder engagement
- Annual stakeholder meeting
- Online stakeholder forum to provide/report social or environmental concerns or feedback
- Meetings or other engagement mechanisms with local community members
- Meetings or other engagement mechanisms with social or environmental advocacy groups
- Community/environmental representation on an advisory board.
- Third party or anonymous surveys about social/environmental performance
- Other (please describe)

GV1.10 Are there key performance indicators (KPIs) or metrics that your company tracks at least annually to determine if you are meeting your social or environmental objectives? [Equally Weighted]

- We don't track key social or environmental performance indicators
- We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- We measure social and environmental outcomes over time (examples: 3rd-party impact assessments, progress out of poverty indexing, beneficiary outcome surveys, etc.)

Governance: Corporate Accountability

GV2.1a What is the company's highest level of corporate oversight? [Less Weighted]

- Owner/Manager only
- Non-Fiduciary Advisory Board
- Board of Directors or Equivalent

GV2.2b Which of the following apply to your company's Board of Directors or equivalent governing body? [Equally Weighted]

- Meets at least twice annually
- Includes at least 1 independent member
- Oversees executive compensation
- Company is a co-op and elects Board from membership
- None of the Above
- N/A - no Board of Directors or equivalent

GV2.3a Which of the following stakeholder groups or relevant independent experts have voting seats on the Board of Directors or equivalent governing body? [Less Weighted]

- Executive employee representative
- Non-executive employee representative
- Community expertise (e.g. local university representative)
- Environmental expertise (e.g. environmental nonprofits)
- Customers
- None of the above
- N/A - no Board of Directors or other governing body

Governance: Transparency

GV4.1b Does the company produce financials that are reviewed by the Board, other formal governing body, or independent third party? [Equally Weighted]

- Yes No

GV4.2a Does the company have a formal process to share financial information with its full-time employees? [Equally Weighted]

- No
- Yes - the company shares financial information if employees ask for them
- Yes - the company discloses all financial information (except salary info) at least yearly
- Yes - the company discloses all financial information (except salary info) at least quarterly
- Yes - The company has complete transparency of financial information and formally empowers all employees and departments to actively participate in financial planning (I.e. Open Book Management)
- Yes- In addition to sharing financials the company also has an intentional education program around shared financials

GV4.5b Does the company publicly share information on its social and/or environmental performance? If so, how? [Equally Weighted]

- No public reporting on social or environmental performance
- Specific quantifiable social and/or environmental indicators or outcomes are made public
- Company sets public targets and shares progress to those targets
- Information is shared/updated annually
- Information is presented in a formal report that allows comparison to previous time periods
- Information adheres to a comprehensive third party standard (ex. GRI or B Impact Assessment)
- A third party has validated the information shared
- Impact reporting is integrated with financial reporting

GV4.6 Is your product or service covered by a written consumer warranty or client protection policy? [Less Weighted]

- Yes No

GV4.7 Is there a publicly-known mechanism through which customers can provide product feedback, ask questions, or file complaints? [Less Weighted]

- No
- Yes, there is a mechanism for feedback to be sent only privately to company
- Yes, there is a mechanism where feedback is made transparent to the public

Governance: Governance Metrics

GV5.1 On what date did your last fiscal year end? [Not Weighted]

12/31/2015

GV5.2 Reporting currency [Not Weighted]

Euro - EUR

GV5.3 Total Earned Revenue

From the last fiscal year	226,058.05
From the fiscal year before last	106,460.97

GV5.4 EBIT (Earnings Before Interest & Taxes)

From the last fiscal year	8,299.41
From the fiscal year before last	17,395.93

GV5.5 Net Income

From the last fiscal year	4,218.73
From the fiscal year before last	12,833.53

Workers

Workers: Worker Metrics

WR1.1 Are the majority of your employees paid on a fixed salary or a daily/hourly wage? [Not Weighted]

Fixed Salary Daily/Hourly Wage

WR1.2 Number of Total Full-Time Workers

Current Total Full-Time Workers 5.00

Total Full-Time Workers 12 months ago 4.00

WR1.3 Number of Total Part-Time Workers

Current Total Part-Time Workers 2.00

Total Part-Time Workers 12 months ago 1.00

WR1.4 Number of Total Temporary Workers

Current Total Temporary Workers 2.00

Total Temporary Workers 12 months ago 0.00

Workers: Compensation & Wages

WR2.1 Total Wages (including bonuses) [Not Weighted]

70,655.11

WR2.2 What is the company's lowest wage calculated on an hourly basis? [Not Weighted]

4.90

WR2.7a What multiple is the highest compensated individual paid (inclusive of bonus) as compared to the lowest paid full-time worker? [Equally Weighted]

>20x 16-20x 11-15x 6-10x 1-5x

WR2.10 Which of the following are true about the company's bonus plan: [Less Weighted]

- Bonuses are given but there is no formal plan
- Formal guidelines on the structure of the bonus plan (e.g. eligibility, profit/revenue target tied to the bonus pool, allocation criteria) are disseminated and accessible to all workers
- All full-time and part-time workers are eligible in the plan
- None of the above

WR2.12 What % of full-time and part-time employees, excluding founders and executives, received a bonus in the last fiscal year? [Equally Weighted]

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A

WR2.14 Has your company participated in any leadership initiatives to increase wages or benefits to workers provided in your country/industry? [Equally Weighted]

- Yes
- No
- N/A - Living wage already exists

Workers: Compensation & Wages (Salaried)

WR2.5.8a Subtracting for inflation increase, what was the average % increase in wage/salary paid to non-executive workers in the last fiscal year? [Equally Weighted]

- 0-2%
- 3-5%
- 6-15%
- >15%
- N/A - No workers last year

WR2.5.11 In the last fiscal year, the company's bonus plan for non-executives represented what % of the company's salary base? [Equally Weighted]

- No bonus payout, or no bonus plan
- <1%
- 1-5%
- 6-15%
- >15%

Workers: Benefits

WR3.1 Which of the following best describes the provision of healthcare in the country where the majority of employees reside? [Not Weighted]

- Universal Provision of Basic Healthcare Services (e.g. United Kingdom)
- Government Mandated or Provided Health Insurance Programs (e.g. Switzerland)
- None of the Above

WR3.1a What % of employees are eligible for health care benefits either through company or government plan? [Heavily Weighted]

- <75%
- 75-84%
- 85-94%
- 95%+

WR3.1b Are any of the following benefits provided to employees to supplement government programs? [Equally Weighted]

- Disability coverage/ accident insurance
- Life insurance
- Financial services (credit or savings programs)
- Private dental insurance
- Private supplemental health insurance
- Other (describe)
- None of the above

Answer(s): Healthcare insurance currently only offered to managers

WR3.3a What is the minimum paid secondary caregiver leave offered to full-time workers either through the company or the government? [Equally Weighted]

- None
- Up to 2 weeks
- 2 to 5 weeks
- 6+ weeks

WR3.4a How many hours per week must a part-time employee work in order to qualify for the previously-selected benefits? [Less Weighted]

- No benefits beyond what is provided under national law
- 30+ hours per week
- 25-30 hours per week
- 20-24 hours per week
- <20 hours per week
- N/A - No part-time workers

WR3.6 Do employees have access to any of the following savings programs for retirement? [Equally Weighted]

- Government-sponsored pension plans
- Private Pension or Provident Funds
- Plan specifically includes Socially-Responsible Investing option
- None of the above

Workers: Worker Benefits (Salaried)

WR3.5.6a How many paid days off (including holidays) do full-time employees receive annually? [Equally Weighted]

- 0-15 days
- 16-22 days
- 23-29 days
- 30-35 days
- 36+ work days

WR3.5.8a What is the minimum number of weeks salaried workers receive paid primary caregiver leave, either through the company or the government? [Equally Weighted]

- 0-5 weeks
- 6-11 weeks
- 12-17 weeks
- 18-23 weeks
- 24+ weeks

Workers: Training & Education

WR4.1a What % of positions above entry level have been filled with internal candidates in the last 12 months? [Equally Weighted]

- 0% 1-24% 25-49% 50-74% 75%+

Workers: Training & Education (Salaried)

WR4.2a Excluding newly hired workers, what % of full-time and part-time workers received the following types of formal training during the last 12 months?

- | 0% | 1-24% | 25-49% | 50-74% | 75%+ | Don't know | |
|----------------------------------|----------------------------------|-----------------------|----------------------------------|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Skills-based training to advance core job responsibilities |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Skills-based training on cross-job functions (i.e. training beyond regular job responsibilities, e.g. public speaking training or management training for non-managers) |
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Training on life skills for personal development (i.e. literacy, personal financial planning, etc.) |

WR4.5.3a What % of full-time workers have participated in external professional development opportunities or lifelong learning opportunities in the past fiscal year? [Equally Weighted]

- 0% 1-24% 25-49% 50-74% 75%+

WR4.5.4 What % of full-time workers received advancement or reimbursement for continuing education opportunities in the last fiscal year? [Equally Weighted]

- 0 1-5% 6-15% >15%

Workers: Worker Ownership

WR5.2 What % of the company is owned or formally reserved as part of a written plan for full-time workers and management (including founders/executives)? [Equally Weighted]

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A
- Don't Know

Answer(s): The owners are full-time workers

WR5.4 What % of the company is owned by full-time workers who are non-executive employees and non-founders? [Heavily Weighted]

- 0%
- 1-4%
- 5-24%
- 25-49%
- 50%+
- N/A
- Don't Know

Workers: Management & Worker Communication

WR6.1 Is there a formal consistent process for providing performance feedback to all tenured employees which includes any of the following? [Heavily Weighted]

- Is conducted on at least an annual basis
- Includes peer and subordinate input
- Provides written guidance for career development
- Includes social and environmental goals
- Clearly identifies achievable goals
- Follows a 360-degree feedback process
- None of the above

WR6.2 Does your company have a written employee handbook that workers have access to and includes any of the following information? [Less Weighted]

- No written employee handbook
- A non-discrimination statement
- An anti-harassment policy
- Statement on work hours
- Pay and performance issues
- Policies on benefits, training and leave
- Grievance resolution
- Disciplinary procedures and possible sanctions
- Statement regarding workers' right to bargain collectively and freedom of association
- Prohibition of child labor and forced/compulsory labor

WR6.3a What percent of your employees are 'Satisfied' or 'Engaged'? [Heavily Weighted]

- N/A
- <65%
- 65-80%
- 81-90%
- >90%

Workers: Management & Worker Communication (Salaried)

WR6.5.4a What is the average tenure of your current workforce? [Equally Weighted]

- <12 months
- 1-3 years
- 3-5 years
- >5 years

Community

Community: Job Creation

CM2.1 Number of full-time and part-time jobs that have been added to your company's payroll. Enter 0 if none or if your company has no workers.

Last 12 months: 2.00
Prior 12 months: 3.00

CM2.2c By what % has your worker base grown over the last 12 months? [Heavily Weighted]

0% (Has not grown on a net basis) 1-24% 25-49% 50%+

CM2.3 Number of full-time and part-time workers that departed/left the company during the last 12 months. [Not Weighted]
1.00

CM2.4b What was the attrition rate at the company for full-time and tenured part-time workers for the last 12 months? [Heavily Weighted]

>20% 11-20% 0-10%

CM2.6 What % of your workers are employed in company facilities located in low-income communities? [Equally Weighted]

<10% 10-19% 20-29% 30%+ Don't Know

CM2.7 What % of your Significant Suppliers are located in low-income communities or create employment opportunities for other chronically underemployed populations? [Less Weighted]

<10% 10-19% 20-30% >30% Don't Know

Community: Diversity & Inclusion

CM3.1 Number of total full-time and part-time female employees. [Not Weighted]
1.00

CM3.2 What % of the company is owned by the following groups?

0%	1-9%	10-24%	25-49%	50%+	Don't know	
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Women and/or individuals from underrepresented populations, including low-income communities
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Nonprofit organization(s)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Individuals that qualify as non-accredited investors

- CM3.3 Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?
- | | |
|---|-----|
| Women | 10% |
| Low income communities | 0% |
| Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.) | 0% |
- CM3.5 What % of the members of your Board of Directors (or equivalent) are women or individuals from other underrepresented populations? [Equally Weighted]
- 0%
 1-9%
 10-24%
 25-49%
 50%+
 Don't know
 N/A - No board of directors or equivalent
- CM3.6 Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?
- | | |
|---|----|
| Women | 0% |
| Low income communities | 0% |
| Minority/previously excluded populations | 0% |
| Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.) | 0% |
- CM3.11 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? [Equally Weighted]
- 0% 1-9% 10-19% 20-29% 30%+ Don't Know
- CM3.12 Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations? [Less Weighted]
- Yes No N/A: Such policies are illegal in my country of operations
- CM3.18 Does the company provide specific content in worker training on inclusion and diversity issues related to any of the following specific underrepresented groups? [Equally Weighted]
- Gender inclusiveness
 Minorities
 LGBT community
 Individuals with disabilities
 Other underrepresented groups (please describe)
 None of the Above

Community: Civic Engagement & Giving

CM4.1b Does your company have the following charitable giving practices implemented in practice or written in policy? [Equally Weighted]

- Statement on the intended social or environmental impact of company's charitable contributions
- Cash and in-kind donations (excluding political causes)
- Volunteer and pro bono service
- Formal donations commitment (e.g. 1% for the planet)
- Matching individual workers' charitable donations
- Allowing workers and/or customers to select charities to receive company's donations
- Other (please describe)
- None of the above

Other: Matching municipalities charitable donations in terms of solar panels

CM4.2b Are full-time employees granted in writing any of the following options for volunteer service? [Equally Weighted]

- Non-paid time off
- Paid time off
- 20 hours or more a year of paid time off
- Workers offered incentives for volunteerism (office parties, competitions with prizes, etc.)
- Do not offer paid or unpaid time off

CM4.5 Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year. [Not Weighted]

384.00 Answer(s): e.g. the voluntary work provided to Coopémico

CM4.6b What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? [Equally Weighted]

- 0%
- 0.1-0.5% of time
- 0.6-1% of time
- 1.1-2% of time
- >2% of time
- Don't know / not monitored

CM4.7 Total amount (in currency terms) donated to registered charities in the last fiscal year. [Not Weighted]

2,284.50

CM4.8b What was the equivalent % of revenue donated to charity during the last fiscal year? [Most Heavily Weighted]

- No donations last FY
- Less than 0.1% of revenues
- 0.1-0.4% of revenues
- 0.5-0.9% of revenues
- 1-1.9% of revenues
- 2%+ of revenues
- Don't know

CM4.9 Which organizations does your company support? [Not Weighted]

Coopérnico since 2013
Associação Conversa Amiga (Friendly Talk Association) (2015)
Engenho e Obra - Association for Development and Cooperation (2015)

CM4.11 Has your company worked with policymakers and/or stakeholders (including competitors) to develop or advocate for increased adoption of social and environmental standards or voluntary practices in your industry in the past two years? [Equally Weighted]

- Yes, company has offered support in name and/or signed petitions
- Yes, company has provided active staff time or financial support
- Yes, company has directly introduced, testified, made recommendations or provided expertise to advance standards
- Yes, company has worked with other industry players on a cooperative initiative
- Yes, and efforts resulted in a specific institutional, industry or regulatory reform
- Other (please describe)
- None of the above

Community: Local Involvement

CM5.1a We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically. [Not Weighted]

The company has 2 offices, located in Lisbon and Oporto.

CM5.3a What % of your company's expenses (excluding labor) was spent with independent suppliers local to the company's headquarters or relevant production facilities? [Equally Weighted]

- <20%
- 20-39%
- 40-59%
- 60%+
- Don't know

CM5.4a Is the majority (over 50%) of the company's ownership located locally to at least two-thirds of the company's workforce? [Equally Weighted]

- Yes
- No
- Don't know

CM5.5a What % of your company's Cost of Goods Sold (including value adding activities) was spent within the country of operations, from in-country registered companies or national citizens? [Equally Weighted]

- 0%
- 1-19%
- 20-39%
- 40-59%
- 60-79%
- 80%+

CM5.8 Is the majority of your company's banking services provided by an institution with any of the following characteristics? [Equally Weighted]

- A certified CDFI or national equivalent social investment organization
- A Certified B Corporation
- A member of the Global Alliance for Banking on Values
- A cooperative bank or credit union
- A local bank committed to serving the community
- An independently owned bank
- None of the above

Community: Suppliers, Distributors & Product

CM6.1 Please select the types of companies that represent your Significant Suppliers: [Not Weighted]

- Product Manufacturers
- Professional Service Firms (Consulting, Legal, Accounting)
- Independent Contractors
- Marketing/Advertising
- Office Supplies
- Benefits Providers
- Technology
- Raw materials
- Farms
- Other

CM6.2 Does your company screen and/or evaluate Significant Suppliers for social and environmental impact? [Not Weighted]

- Yes No

CM6.4 What is the social and environmental screen that is used for a majority of your company's Significant Suppliers: [Equally Weighted]

- No formal screening process in place
- Screened for negative practices or regulatory non-compliance (e.g. no child labor)
- Screened for positive practices beyond what is required by regulations (environmentally-friendly manufacturing process; excellent labor practices, etc.)

CM6.5a When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply? [Equally Weighted]

- No formal supplier monitoring and evaluation process
- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- Company visits a majority of Significant Suppliers on-site

- CM6.6a What is the average tenure of your relationships with Significant Suppliers? [Equally Weighted]
- Less than 12 months
 - 13-36 months
 - 37-60 months
 - 61 months or more
 - Don't know
- CM6.7a Is there a formal written Supplier Code of Conduct policy that specifically holds the company's suppliers accountable for social and environmental performance? [Equally Weighted]
- Yes
 - No
- CM6.16 Which of the following describe your relationships with all your company's independent contractors? [Equally Weighted]
- Formal routine process for independent contractors to receive post-project/contract performance feedback
 - Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
 - Independent contractors are verified to either work on a time-bound basis, or else split their time with work for other clients. Contractors not meeting either criteria have been offered employment.
 - Independent contractors are paid a living wage (when calculated as hourly wage when living wage data is available)
 - We have independent contractors, but have not engaged in any of these practices
 - N/A - We haven't used independent contractors in the last year
- CM6.21 What % of materials or products purchased have third party social or environmental certification or approval, or are from Significant Suppliers that are purpose driven or have third party company level certification or approval? [Equally Weighted]
- 0
 - 1-19%
 - 20-39%
 - 40-60%
 - 60+
 - Don't know
- CM6.22a During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)? [Equally Weighted]
- 0%
 - 1-9%
 - 10-24%
 - 25-74%
 - 75-99%
 - 100%
 - Don't know
 - N/A
- CM6.23b Does your company have a tracking system in place for all products to manage quality assurance issues? [Equally Weighted]
- Yes
 - No

Environment

Environment: Environment Introduction

EN1.27 What kind of facilities does your business primarily operate in? [Not Weighted]

- Company owned office space
- Leased office space
- Co-working Space
- Virtual/ Home Offices

Environment: Land, Office, Plant

EN2.2a What % of company facilities (by area, both owned by company or leased) are certified to meet the requirements of an accredited green building program? [Equally Weighted]

- <20%
- 20-49%
- 50-79%
- 80%*
- N/A - Company has virtual office

Answer(s): Public certification scheme for energy efficiency.

Audits have been implemented but certification doesn't imply improvement measures implementation

EN2.4 Does the company have a company-wide recovery and recycling program that includes the following? [Equally Weighted]

- Paper
- Cardboard
- Plastic
- Glass & metal
- Composting
- None of the above

EN2.6a Does your company have an environmental management system that includes any of the following? [Heavily Weighted]

- Policy statement documenting the organization's commitment to the environment
- Assessment undertaken of the environmental impact of the organization's business activities
- Stated objectives and targets for environmental aspects of the organization's operations
- Programming designed, with allocated resources, to achieve these targets
- Periodic compliance and auditing to evaluate programs conducted
- None of the above

EN2.12 Which of the following environmentally preferred products have been purchased for the majority of your corporate facilities? [Equally Weighted]

- Non-toxic janitorial products
- Unbleached / chlorine free paper products
- Soy-based inks or other low VOC inks
- Recycled/environmentally preferred office supplies (paper, pens, notebooks, etc.)
- Other (please describe)
- None of the above

EN2.14a Which of the following are true of how your company encourages good environmental stewardship in how employees manage their virtual offices? [Heavily Weighted]

- N/A
- There is a written policy encouraging environmentally preferred products and practices in employee virtual offices (recycling, etc.)
- Company shares resources with employees regarding environmental stewardship in home offices (i.e. energy efficiency, recycling, etc.)
- Policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices.
- Employees are provided with a list of environmentally preferred vendors for office supplies
- None of the above

EN2.18 Does your company have any programs or policies in place to reduce the environmental footprint caused by travel/commuting? [Equally Weighted]

- Employees are subsidized/incentivized for use of public transportation, carpooling, or biking to work
- Facilities are designed to facilitate use of public transportation, biking, or cleaner burning vehicles (e.g. electric chargers)
- Employees are encouraged to use virtual meeting technology to reduce in person meetings
- Company has a written policy limiting corporate travel
- None of the above

EN2.22a If you lease your facilities, have you worked with your landlord to implement/maintain any of the following? [Equally Weighted]

- Energy efficiency improvements
- Water efficiency improvements
- Waste reduction programs (including recycling)
- None of the above
- N/A - Company does not lease majority of facilities

Environment: Inputs

- EN3.1a Does your company monitor, record and/or report its energy usage? [Equally Weighted]
- We do not currently monitor and record usage
 - We monitor and record usage (no reduction targets)
 - We monitor and record usage, and have specific reduction targets
 - We monitor usage and have met specific reduction targets during the last fiscal year
- EN3.1b Does your company monitor, record and/or report its water usage? [Equally Weighted]
- We do not currently monitor and record our usage
 - We monitor and record usage (no reduction targets)
 - We monitor and record usage, and have specific reduction targets
 - We monitor usage and have met specific reduction targets during the last fiscal year
- EN3.2 Total energy used (Gigajoules) during the last 12 months: [Not Weighted]
802.00
- EN3.3 Total energy used from renewable resources (Gigajoules) during the last 12 months: [Not Weighted]
482.00
- EN3.4 Total water use (liters) during the last 12 months [Not Weighted]
343,000.00
- EN3.5 Have conservation and efficiency improvements led to energy savings for your facilities? If so, by how much? [Heavily Weighted]
- 0%
 - 1-4%
 - 5-9%
 - 10-14%
 - 15-20%
 - >20%
 - Don't know
- EN3.6a What % of energy use is produced from low-impact renewable sources? [Heavily Weighted]
- 0%
 - 1-24%
 - 25-49%
 - 50-74%
 - 75-99%
 - 100%
 - Don't know
- EN3.7a Has the company increased its % use of low impact renewable energy annually at its corporate facilities? [Equally Weighted]
- Yes
 - No
 - Already Maximized (100% low impact renewable)
- Answer(s): Boa Energia has because Portugal has
- EN3.8a For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year? [Equally Weighted]
- Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
 - Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
 - HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paneled Windows / etc.
 - Other (please specify)
 - None of the above
 - N/A - We utilize virtual office
- Other: Energy storage during the night

EN3.10a Which of the following water conservation methods have been implemented at the majority of your corporate offices: [Equally Weighted]

- Low-flow faucets/taps, toilets/urinals, showerheads
- Grey-water usage for irrigation
- Low-volume irrigation
- Harvest rainwater
- Other (please describe)
- None
- N/A: My company has a virtual office

EN3.12 For what percentage of your products on a revenue basis has your company performed Life Cycle Assessments or had their environmental impact certified by a third party? [Equally Weighted]

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- No formal life cycle study, but life cycle considerations taken into materials selection
- N/A: My revenue is generated from a service and a LCA can not be conducted

EN3.16a What is the % of recycled, renewable, or other environmentally preferred materials in your product? [Equally Weighted]

- 0%
- 1-24%
- 25-49%
- 50-74%
- 75-99%
- 100%
- N/A - Company does not sell a physical product

EN3.17 Have any of your products, including packaging, been source reduced in the last fiscal year? [Equally Weighted]

- Yes
- No
- N/A: My revenues are generated from a service so source reduction cannot be conducted.

Environment: Outputs

EN4.1 Please select the option that best describe how you monitor and record the following emissions:

Company does not currently monitor and record emissions	Company monitors and records emissions (no reduction targets)	Company monitors emissions and has specific reduction targets	Company monitors emissions and has met specific reduction targets during the reporting period	Eliminated emissions of this by-product entirely	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Scopes 1 and 2 greenhouse gas (GHG) emissions

EN4.5 Waste Disposed (metric tonnes) during the last 12 months [Not Weighted]

Not tracked / unknown

EN4.6 Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months [Not Weighted]

Not tracked / unknown

EN4.7 Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1:

Scope 2:

242.00

Scope 3:

EN4.11a What % of Scopes 1 and 2 GHG emissions has been saved due to efficiency improvements implemented by your company? [Heavily Weighted]

0% 1-4% 5-9% 10-14% 15-20% >20% Don't Know

EN4.12 If your company purchased certified carbon credits in the reporting period, what % of GHG emissions were off-set? [Less Weighted]

0%
 1-24%
 25-49%
 50-74%
 75-99%
 100%
 Don't know
 N/A - No carbon offsets purchased

EN4.13 Does your company have a formal program to evaluate how to reduce its generation of hazardous, universal, and/or non-hazardous waste? [Equally Weighted]

- Yes
- No
- Already maximized - we have achieved Zero Waste

EN4.17 Is hazardous waste always disposed of responsibly, in a way that the company can verify? [Equally Weighted]

- Yes
- No
- N/A - We have eliminated hazardous waste

EN4.19a Does the company have in place an active end-of-life product/component reclamation program to increase the useful life of parts and components? [Equally Weighted]

- Yes
- No
- N/A

Answer(s): PV cycle for solar panels

Environment: Transportation, Distribution & Suppliers

EN5.3 What % of the following was spent with suppliers located within 200 miles (or 322 km) of where the end product was used during the last fiscal year?

- | 0% | 1-9% | 10-19% | 20-29% | 30%+ | Don't know | |
|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|----------------------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Cost of Goods Sold (excluding labor) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | Raw materials (in currency terms) grown or harvested |

Impact Business Models

Impact Business Models: Mission Locked

- IBM1.2 Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership? [Equally Weighted]
- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
 - Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
 - Has a specific legal entity/governance structure that preserves mission (i.e. cooperative)
 - Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
 - Other - Please describe
 - None of the above
-

Impact Business Models: Worker Business Models Introduction

- IBM2.2 Is your company structured to benefit its employees in the following way? [Not Weighted]
- Ownership structures that provide significant equity (>40%) and empowerment to all employees (i.e. employee-owned companies/cooperative)
 - No
-

Impact Business Models: Customer Models Introduction

- IBM15.1a Does your product/service address a social or economic problem for or through your customers? [Not Weighted]
- Yes
 - No
-

Impact Business Models: Community Business Models Introduction

IBM4.1a Is your company structured to benefit community stakeholders in any of the following ways? [Not Weighted]

- A producer-owned cooperative structure in which suppliers share control and benefits of company operations (e.g. farmer cooperative, artisanal cooperative)
- Purchasing fair/direct trade to improve livelihoods for underserved groups in your supply chain
- A micro-distribution or micro-franchising model that provides economic opportunities to underserved groups
- A formal standing commitment to donate a significant portion of sales/profits/ownership to charitable causes (>2% sales, >20% profits/ownership)
- Providing high quality jobs and/or professional development for individuals with chronic barriers to employment (workforce development programs)
- A community-focused business model that supports and builds the economic vitality of local communities
- None of the above

Impact Business Models: Environmental Models Introduction

IBM59.1 Are your company's products or process structured to restore or preserve the environment in any of the following ways? [Not Weighted]

- Through a manufacturing, wholesale or agriculture process which is designed to significantly reduce environmental impact compared to typical practices for the industry
- Through a product or service that preserves, conserves, or restores the environment or resources
- None of the above

Impact Business Models: Environment Products & Services Introduction

IBM80.1 In what way or ways does your product/service conserve the environment? [Not Weighted]

- Provides or is powered by renewable energy or cleaner-burning energy than market alternatives (e.g. solar panel manufacturers/installers, hybrid vehicles)
- Conserves or diverts resources (including energy, water, materials, etc.)
- Conserves or preserves the well-being of land and/or animals (e.g. land protection or reforestation services, sustainably harvested agricultural products)
- Reduces or is made of less toxic/hazardous substances (e.g. brownfield remediation services, organic food, non-toxic cleaners)
- Educates, measures, researches, or provides information to solve environmental problems (e.g. environmental consulting or auditing)
- None of the above

Impact Business Models: Renewable or Cleaner-burning Energy

IBM81.1 Tell us more about how your product or service provides or is powered by renewable energy or cleaner-burning energy than market alternatives. [Not Weighted]

Our company sells kits of solar panels in a way that enable customers to build them by themselves. If they need, we also provide the service of a technician. As it can be easy built we have been hearing good comments regarding the kits.

Besides the solar panels the company also sells LEDs to improve the energy efficiency.

We also provide investment opportunities for citizens in Green energy projects.

IBM81.2 Which of the following product or service descriptions apply? [Not Weighted]

- Product/service is self-powered by fossil fuel-based energy that is cleaner-burning than market alternatives (e.g. LPG-powered car; natural gas burning heater)
- Product/service is self-powered by non-fossil fuel renewable energy (e.g. solar-powered lantern)
- Product/service provides or contributes to the provision of cleaner-burning or non-low impact renewable energy (e.g. LPG distribution)
- Product/service provides or contributes to the provision of non-GHG emitting low-impact renewable energy (e.g. solar panel installation, wind turbine manufacturing)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM81.3 Which of the following renewable energy types are provided by product/service? [Not Weighted]

- Solar
- Wind
- Biodiesel/biomass (please specify type)
- Small-scale hydro
- Other

IBM81.4 Has the company's renewable energy products/services received a third-party verification or certification for carbon offsets? [Least Weighted]

- Certified emission reduction credits (verified and registered by United Nations)
- Verified emission reductions credits ("unofficial" carbon credits, not allocated by the UN)
- Renewable energy credits or local equivalent (third-party verified units of renewable energy)
- None of the above

IBM181.5 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of CO2 saved/off-set	26,112.00
kWh generated with cleaner alternative	190,000.00
Liters of water saved/off-set	
Metric tons of waste saved from landfill or incineration	

IBM81.6 What were your total revenues last fiscal year from the previous products or services? [Not Weighted]

199,993.56

IBM81.7 This is a calculated question based on your previous answers: "What were your total revenues last fiscal year from products or services with an energy benefit?" and "Total Revenue from the last fiscal year" [Not Weighted]

IBM81.8 This is a calculated question based on your previous answers: "Which of the following product or service descriptions apply?" and "What % of your revenues last fiscal year were from the above products or services?" [6x]

IBM81.12 How do you verify that your product contributes to the outcome previously selected? [Least Weighted]

- We have a track record of successful, verified positive outcomes and have created case studies based on these.
- There is secondary research that supports the link between our type of product and the stated outcome.
- We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys
- We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- Our product is too early stage to have research or studies that link our product to positive outcomes
- We cannot provide verification of our outcomes at this time.

IBM81.13 If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved? [Least Weighted]

- Yes No N/A - No direct research conducted

IBM81.14 Does your company also measure and manage the negative or unintended outcomes generated by this business model? [Least Weighted]

- Yes No

IBM81.15 Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations? [Not Weighted]

Boa Energia did not invent the concept of crowdfunding as alternative means to finance Green energy projects but in Portugal they were the first who implemented that concept

Impact Business Models: Resource Conservation

IBM82.1 Tell us more about how your product or service reduces energy and/or water use. [Not Weighted]

People and companies can produce their own energy

IBM82.12 How do you verify that your product contributes to the outcome previously selected? [Least Weighted]

- We have a track record of successful, verified positive outcomes and have created case studies based on these.
- There is secondary research that supports the link between our type of product and the stated outcome.
- We conduct our own direct research to track the outcomes produced for all our customers, such as impact-related surveys
- We have third party certifications or verifications that verify the efficacy of our product/service in delivering outcomes
- We have performed, commissioned, or partnered with scientifically designed impact or outcome assessments to systematically learn about our product's impact
- Our product is too early stage to have research or studies that link our product to positive outcomes
- We cannot provide verification of our outcomes at this time.

IBM82.13 If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved? [Least Weighted]

- Yes No N/A - No direct research conducted

IBM82.14 Does your company also measure and manage the negative or unintended outcomes generated by this business model? [Least Weighted]

- Yes No

IBM82.15 Is there something different or innovative about the product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, and that has been emulated by other organizations? [Not Weighted]

Crowdfunding concept was not invented by Boa Energia but in Portugal they were the first ones who implemented it. Their renewables avoid the consumption resources.

Disclosure Questionnaire

Disclosure Questionnaire: Disclosure Industries

DQ1.1 Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Yes No

- Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements
- Alcohol (excluding beer and wine)
- Commercial logging and logging equipment
- Firearms, weapons or munitions
- Genetically modified organisms
- Fossil fuel-based oil or coal utility
- Ozone depleting substances subject to international phase-out
- Persistent organic pollutants (POPs) that are banned or scheduled to be phased out of production
- Pesticides/herbicides subject to international phase-out or bans
- Pharmaceuticals subject to international phase-outs or bans
- Pornography
- Radioactive materials
- Tobacco
- Unbonded asbestos fibers
- Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

DQ1.2 If you selected "Yes" previously, please provide a detailed explanation of the company's involvement here. [Not Weighted]

Disclosure Questionnaire: Disclosure Practices

DQ4.1 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

- | Yes | No | |
|----------------------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | Diversity and equal opportunity |
| <input type="radio"/> | <input checked="" type="radio"/> | Employee safety or workplace conditions |
| <input type="radio"/> | <input checked="" type="radio"/> | Environmental issues |
| <input type="radio"/> | <input checked="" type="radio"/> | Financial reporting |
| <input type="radio"/> | <input checked="" type="radio"/> | Geographic operations or international affairs |
| <input type="radio"/> | <input checked="" type="radio"/> | Investments or Loans |
| <input checked="" type="radio"/> | <input type="radio"/> | Labor issues (internal and supply chain) |
| <input type="radio"/> | <input checked="" type="radio"/> | Marketing |
| <input type="radio"/> | <input checked="" type="radio"/> | Political contributions |
| <input type="radio"/> | <input checked="" type="radio"/> | Product safety |
| <input type="radio"/> | <input checked="" type="radio"/> | Taxes |
| <input type="radio"/> | <input checked="" type="radio"/> | Animal welfare |
| <input type="radio"/> | <input checked="" type="radio"/> | Bribery, fraud or corruption |

DQ4.2 If you selected "Yes" previously, please provide a detailed explanation of the complaint/fine/sanction here. [Not Weighted]

IBM82.2 Which of the following most accurately describes the method in which your product or service conserves or diverts resources? [Not Weighted]

- Product or service uses resources more efficiently than market alternatives (e.g. EnergyStar/energy-efficient appliances; low-flow shower heads)
- Product/services use recycled, used, or compostable input materials (e.g. recycled paper; used furniture; compostable bags)
- Product/service is designed to share resources efficiently in order to minimize overall resource consumption
- Product/service creates systems for resource conservation (e.g. recycling programs; composting services, energy/water assessment software; water recycling systems)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM82.3 What is the average % energy reduction achieved by the product or service? [Not Weighted]

30% Answer(s): -> Average savings that customers have when installing the solar panels

IBM82.4 What is the average % water reduction achieved by the product or service? [Not Weighted]

Not tracked / unknown

IBM82.5 If tracked, what was the total or per use number of metric tons of carbon (CO2) off-set or saved by use of your product or service during the last 12 months? Also, provide any of the following, if tracked:

Metric tons of CO2 saved/off-set

kWh generated with cleaner alternative

Liters of water saved/off-set

Metric tons of waste saved from landfill or incineration

IBM82.6 What were your total revenues last fiscal year from the previous products or services? [Not Weighted]

26,000.00

IBM82.7 This is a calculated question based on your answers above: "What were your total revenues last fiscal year from products or services that conserve resources?" and "Total revenue from the last fiscal year" [Not Weighted]

IBM82.8 This is a calculated question based on your previous answers: "Which of the following most accurately describes the method in which your product or service conserves or diverts resources?" and "What % of your revenues last fiscal year were from the previous products or services?" [6x]

DQ5.1 Please indicate if any of the following statements are true regarding your company's significant suppliers.

- | | True | False | Don't Know | |
|-----------------------|----------------------------------|-----------------------|-----------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Significant Suppliers employ workers under the age of 15 (or other minimum work age covered by the International Labour Organization Convention No. 138) |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Significant suppliers use any workers who are prisoners |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Significant Suppliers have had an operational or on-the-job fatality |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Significant Suppliers' sites have experienced accidental discharges to air, land or water of hazardous substances |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Construction or operation of Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near their facility |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Construction or operation of Significant Suppliers involved large scale land acquisition |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Construction or operation of Significant Suppliers involved large scale land conversion and/or degradation |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Construction or operation of Significant Suppliers involved the construction or refurbishment of dams |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Significant Suppliers have had material fines or sanctions in the last five years regarding the issues indicated in DQ4.1 |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Significant Suppliers exploitatively operate in conflict zones |

Disclosure Questionnaire: Other Disclosures

DQ6.1 Are there any other sensitive aspects of the business that are necessary to disclose? [Not Weighted]