Thank you for completing the 2021 UN Global Compact Implementation Survey, as part of your commitment to the Global Compact. Your response to the survey is especially important as we seek to assess progress made by our participants over time and the initiative’s impact.

This annual benchmark survey is not an evaluation of any single company’s performance. Rather, it allows the Global Compact to broadly understand the ways in which our business participants are working to implement the ten principles as well as the Sustainable Development Goals. Through your honest responses, we are able to assess where and how progress is being made, as well as identify areas that are challenging for companies. This survey provides the Global Compact with information that is critical to the prioritization and development of future resources, dialogues and learning events for participants.

The survey must be completed by: 7 May 2021

- A copy of the survey can be downloaded to facilitate its online completion: English - Français - Español - 中文 – 日本人 – 한국어 –Português – Türk - Deutsche

- All answers provided will be treated in strict confidence and will only be reproduced in aggregated and anonymous form.

- If you need to leave the survey before it has been submitted, simply close your browser. Your answers will be saved. You can return to and change your answers at any time until you submit the survey.

- To begin the survey, please click on the “>>” button below.

Note on terminology: The terms corporate responsibility and corporate sustainability are used interchangeably in this survey – and are defined as a company’s delivery of long-term value in financial, social, environmental and ethical terms – covering all ten principles of the Global Compact.

If you have any questions or encounter challenges in completing the survey, please contact survey@unglobalcompact.org. We will respond promptly.

Thank you for your time and important contribution.

The UN Global Compact Office
This is not an evaluation of your company’s policies and performance. The survey is strictly used for information gathering and it is important to answer accurately. All information provided will be treated in strict confidence.

Note on terminology: The terms corporate responsibility and corporate sustainability are used interchangeably in this survey – and are defined as a company’s delivery of long-term value in financial, social, environmental and ethical terms – covering all ten principles of the Global Compact.

1. At what levels within your company are corporate responsibility policies and strategies developed and/or evaluated? Select all that apply:
   - [ ] CEO
   - [ ] Board of Directors*
   - [ ] Corporate Responsibility or Ethics officer
   - [ ] Senior management
   - [ ] Middle management
   - [ ] Other (specify) __________________

   *For companies without a formal Board, other governance or ownership body assumes these responsibilities

2. How often does your company’s Board of Directors (or equivalent*) address corporate responsibility issues? Select only one choice:
   - [ ] Board discusses and acts on these issues as part of regular agenda
   - [ ] Board addresses these issues from time to time, as needed
   - [ ] Board does not address corporate responsibility issues
   - [ ] Other (specify) __________________
   - [ ] Unsure

   *For companies without a formal Board, other governance or ownership body assumes these responsibilities

2a. **Skip this question if answer “Board does not address corporate responsibility issues” above:**

How does your company’s Board of Directors (or equivalent*) address corporate responsibility issues? Select all that apply:

   - [ ] Appoints sub-committee or individual member responsible for corporate responsibility
   - [ ] Approves reporting on corporate responsibility (e.g., Sustainability report, Communication on Progress)
   - [ ] Establishes or approves targets for the company’s sustainability performance
   - [ ] Links executive remuneration packages to corporate sustainability performance
   - [ ] Provides corporate responsibility training for Board members
   - [ ] Other (specify) __________________
   - [ ] Unsure
   - [ ] None

   *For companies without a formal Board, other governance or ownership body assumes these responsibilities
3. What actions has your company taken to embed corporate responsibility throughout its strategies and operations? Select all that apply:

___ Publicly communicate its commitment to corporate responsibility
___ Set measureable sustainability goals
___ Conduct corporate responsibility risk assessment
___ Conduct corporate responsibility impact assessment
___ Establish/adjust policies to incorporate visions and goals
___ Monitor and evaluate sustainability performance
___ Public disclosure of sustainability policies and practices
___ Engage in multi-stakeholder consultations
___ Join voluntary initiatives (e.g. sector, issue specific) in addition to the UN Global Compact
___ Integrate into relevant corporate functions
___ Communicate commitment to an internal audience
___ Integrate into business unit strategies and operations
___ Values reflected in code of conduct
___ Changed business model to more deeply embed sustainability
___ Managed transition away from negative impact products and services
___ Use pricing of negative impacts, (e.g. carbon pricing) in decision making
___ Incentivizing and disincentivizing corporate responsibility
___ Other (please specify) ______________________
___ None
___ Unsure

4. Which of the following statements regarding the COVID-19 pandemic is most relevant to your company?

___ COVID-19 has increased the importance of corporate responsibility to our company.
___ COVID-19 has had no impact on how our company perceives the relevance of corporate responsibility.
___ COVID-19 has decreased the importance of corporate responsibility to our company.

5. In the context of COVID-19 which of the following have gained greater importance for your company in the past year? Please select 5 responses and then rank your responses in order of importance from 1 – 5, with 1 being the most important reason.

___ Occupational Health and Safety
___ Ensuring Stable Job Growth
___ Poverty
___ Access to Education
___ Youth employment
___ Human rights
___ Gender Equality
___ Domestic violence
___ Racial Equality
___ Persons with Disabilities
___ Provision of social safety nets
___ Climate Change
___ Water & sanitation
___ Food & agriculture
___ Biodiversity
___ Corruption
___ Infrastructure
___ Disaster preparation and recovery
___ Political Stability
___ Rule of Law
___ Supply Chain Sustainability
___ Multi-stakeholder partnerships (with Governments, UN etc.)
___ Other (please specify)
6. What actions is your company implementing today or planning to implement in the future as a response to COVID19? Select those that apply

<table>
<thead>
<tr>
<th>Action</th>
<th>Implementing today</th>
<th>Implementing within 1-3 years</th>
<th>Implementing in 3+ years</th>
<th>Not Implementing</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible working arrangements e.g. remote work</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<tr>
<td>Paid sick and/or emergency leave policies e.g. caretakers</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<tr>
<td>Access to family support services e.g. childcare, homeschooing</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<tr>
<td>Protection schemes for workers e.g. low wage, underrepresented groups</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Implementing a green recovery plan e.g. renewable supplier, fossil fuel divestment</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>Human and labour rights risk assessments across the supply chain</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<tr>
<td>Flexible policies on delivery and quotes for suppliers</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<td>□</td>
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<tr>
<td>Wider insurance benefits e.g. at-risk workers, access to credit lines</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<tr>
<td>Develop new products or services e.g. medical and sanitary products</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<td>□</td>
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<tr>
<td>Strict measures for health and safety e.g. sanitation, hygiene products</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<td>□</td>
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<tr>
<td>Anti-corruption risk assessments to mitigate fraud and corruption</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<tr>
<td>Establish cross-sector collaborations to mobilize response to COVID-19</td>
<td>□</td>
<td>□</td>
<td>□</td>
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<td>□</td>
</tr>
</tbody>
</table>
7. What are the top 5 reasons for your company’s participation in the UN Global Compact? Please select 5 responses and then rank your responses in order of importance from 1 – 5, with 1 being the most important reason.

___Increase trust in company through public commitment to sustainability
___Address humanitarian concerns
___Global Compact is a global initiative with local presence
___Acquire knowledge to advance sustainability into operations and strategy
___Establish links with UN
___Networking with other organizations
___Universal nature of the principles
___Address business opportunities and risks
___Comprehensive framework that includes the range of sustainability issues
___Promotes action on sustainability within the company
___Attract, motivate and retain employees
___Pressure from external stakeholders
___Investor efforts to evaluate corporate sustainability performance
___Other (please specify)_____________________
___Unsure

8. What actions does your company take to advance diversity and inclusion (D&I) practices throughout its strategies and operations? Select all that apply

___Publicly announced diversity and inclusion organizational targets
___Inclusion and diversity metrics are monitored to identify patterns of exclusion
___Safe employee resource groups to share grievances with management
___Unconscious bias training at all levels e.g. racial bias training
___Inclusive policies that promote diverse teams
___Expanded D&I programs that promote hiring diverse talent
___Leaderships accountability to diversity and inclusion targets
___Mentorship and support networks for underrepresented groups entering the workforce
___Diversity and inclusion targets firmly embedded in recruitment strategy
___Executive renumeration linked to diversity and inclusion targets
___Chief D&I officer reports segregated metrics directly to CEO e.g. ethnic and/or racial relations
___Suppliers are required to complete D&I training during onboarding
___Annual review and enhancement of investments made for D&I

9. Currently what time frame do you have in place for your company’s corporate sustainability targets?

___Up to 2 years
___2-5 years
___5-10 years
___10-15 years
___15+ years

10. To what extent do you consider adherence to the UN Global Compact principles by supply chain partners? Note: “Adherence” does not require the supplier to be a participant of the UN Global Compact.

On a scale of 1 to 5: 1=Not considered, 5=Required (select only one choice):

___1 (Not considered)
___2
___3
___4
___5 (Required)
10a. If answer “1”:
For what reason(s) do you not consider adherence to the UN Global Compact principles by supply chain partners? Select all that apply:

___Lack of financial resources
___Lack of capacity
___Corporate responsibility data not available
___Lack of knowledge on how to integrate principles into procurement practices
___No clear link to business value
___Not a priority
___Other (specify) _________________________
___Unsure

10b. If answer “2 – 5”:
What actions does your company take to advance supplier adherence to the UN Global Compact principles? Select all that apply:

___Include corporate responsibility expectations in relevant documents (e.g. contracts, purchase orders)
___Conduct corporate responsibility due diligence on potential suppliers
___Train relevant staff (e.g. legal, product developers) on supply chain sustainability
___Incorporate responsible purchasing practices into procurement staff training
___Reward suppliers that perform well on business and corporate responsibility criteria
___Assist suppliers with setting and reviewing goals
___Review and comment on supplier remediation plans
___Provide training for suppliers on relevant issues
___Provide resources to suppliers for specific improvement projects
___Facilitate supplier engagement with stakeholders (e.g., civil society, government)
___Collaborate with other organizations to align supply chain sustainability standards
___Other (specify) _________________________
___None
___Unsure

How does your company assess adherence to the UN Global Compact principles by supply chain partners? Select all that apply:

___Audits by company staff
___Audits by third party
___Self-assessment questionnaire
___Regular business review
___Review publicly available sustainability reports, certifications or website
___Review documentation provided by supply chain partner that is not publicly available
___Verification of remediation activities
___Other (specify) _________________________
___Unsure

10c. If answer “Conduct corporate responsibility due diligence on potential suppliers” above:
For which entities in the supply chain do you conduct corporate responsibility due diligence? Select all that apply:

___First tier suppliers
___Second tier suppliers
___All tiers
___Largest suppliers based on size of contract
___Suppliers identified based on a risk assessment
___Other (please specify)
11. Do you have a public policy strategy in relation to your corporate responsibility commitments?
   ___Yes
   ___No
   ___Unsure

   *If answer “Yes”:

   What are the characteristics of this public policy engagement? Select all that apply:
   ___Publicly advocate for action in relation to the UN Global Compact Ten Principles and the Global Goals
   ___Company leaders participate in conferences and other public policy interactions relating to the Global Compact principles and/or other UN goals
   ___Align traditional government affairs activities (i.e. lobbying) with corporate responsibility commitments
   ___Regional or local public policy activities
   ___Other (specify) __________________
   ___Unsure
SECTION II
IMPLEMENTING THE TEN PRINCIPLES

Note: This is not an evaluation of your company’s policies and performance. The survey is strictly used for information gathering and it is important to answer accurately. All information provided will be treated in strict confidence.

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Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

1. Do you have policies or practices in place related to Human Rights?
   ___Yes
   ___No

2. How does your company take the human rights principles into account in its policies or practices? Select all that apply:
   ___Set of corporate principles on human rights specifically
   ___Within an overall corporate code or principles
   ___Implementing a public human rights policy
   ___Human rights risk assessment
   ___Human rights impact assessment
   ___Operational guidance notes
   ___Complaint and/or grievance mechanism
   ___Remediation processes
   ___Training and awareness programmes for employees
   ___Supply chain and subcontracting arrangements
   ___Human rights risk assessment for suppliers and subcontractors
   ___Employee performance assessment
   ___Monitor and evaluate performance
   ___Public disclosure of human rights policies and practices
   ___Participate in industry or issue-specific initiatives
   ___Multi-stakeholder dialogue
   ___Other (specify) __________________
   ___Unsure
3. Which aspects of human rights are addressed in your company’s policies or practices? Select all that apply:

___Life, liberty and security of the person
___Forced labour
___Child labour
___Right to privacy
___Non-discrimination
___Gender equality
___Workplace health and safety
___Adequate standard of living
___Health
___Freedom of association and other rights at work
___Forced displacement
___Other (specify) __________________
___Unsure

4. Is your company committed to implementing the UN Guiding Principles on Business and Human Rights?
   ___Yes
   ___No

5. Has your company signed the CEO Statement of Support for the Women’s Empowerment Principles?
   ___Yes
   ___No
   ___No, but my company has made another public commitment to gender equality.
   ___Not sure

   *All respondents*

6. Is gender equality embedded into your company’s corporate sustainability strategy?
   ___Yes
   ___No

7. Where does the responsibility for gender equality sit within your organization?
   ___Board of Directors
   ___Chief Executive
   ___Sustainability/Corporate Responsibility
   ___Human Resources
   ___Sales & Marketing
   ___Environment, Health & Safety
   ___Operations
   ___Public Affairs/Communications
   ___Legal/Compliance
   ___Finance/Accounting
   ___Business Development
   ___Logistics/Supply Chain
   ___Consultant
   ___Other
8. What is the gender composition of the Board of Directors (or equivalent*) of your company?
   ___% Male
   ___% Female

9. What is the gender composition of the executive/highest level management team in your company?
   ___% Male
   ___% Female

10. What is the gender identification of your Chief Executive Officer or equivalent?
    ___Male
    ___Female
    ___Non-conforming

11. Do you have a public target for women’s representation at any of the following levels within your organization?
    ___Board of Directors;
    ___C-Suite/Executive Management;
    ___Middle-Management.

12. What is your target for women’s representation at the Board of Directors; C-Suite/Executive Management; Middle-Management level?
    ___0-15%
    ___16-30%
    ___31-50%
    ___Over 50%

13. When do you aim to achieve your women’s representation goal at the Board of Directors; C-Suite/Executive Management; Middle-Management level?
    ___2021-2025
    ___2026-2030
    ___Beyond 2030/target is not time-bound

14. In what ways is your company taking action to advance Gender equality?
    ___Leaders are committed to and held accountable for gender representation goals (Targets cascaded, transparency of data, women on board, leadership, across business divisions etc.)
    ___Pay equity (base pay and bonuses, rigor in analyzing pay decisions and taking action where there are gaps)
    ___External partnerships (industry initiatives, policy advocacy)
    ___HR processes and polices which focus on retaining and promoting women (Recruitment, employee networks, mentoring programs, upskilling opportunities, sponsorship, leadership development)
    ___Policies supporting working parents (parental leave, childcare, post-parental leave support)
    ___Flexible working options to support work/life balance (flexible working, virtual working, part-time working)
    ___Sexual harassment policy (strict, prompt and decisive action against harassment, respectful culture etc.)
    ___Diversity and inclusion training (unconscious bias, holistic gender programs etc.)
    ___Policies in place to respect and support women’s health.
    ___Use sex-disaggregated data in company reports
    ___Inclusive sourcing and support for women entrepreneurs
    ___Gender-sensitive products and offerings relevant to our sector
15. To what extent has the UN Global Compact had impact on how your company addresses human rights? Select only one choice.

___1: None
___2: Minimal
___3: Moderate
___4: Significant
___5: Essential

16. Which of the following UN Global Compact offerings had impact on how your company addresses human rights? Select all that apply:

___ Universal value of the ten principles
___ Tools and resources
___ In-person event
___ Online event
___ Support from Local Network
___ Action Platform participation
___ Special Initiatives (e.g. Target Gender Equality, SDG Ambition)
___ Completing the annual Communication on Progress
___ Public policy dialogue
___ Other (please explain) __________________

17. What challenges does your company face in advancing Human Rights? Select all that apply:

___ Lack of financial resources
___ Lack of support from top management
___ Competing strategic priorities
___ Lack of knowledge
___ No clear link to business value
___ Lack of recognition from investors
___ Implementing strategy across business functions
___ Extending strategy throughout the supply chain
___ Extending strategy throughout subsidiaries
___ Difficulty due to operating environment (e.g., conflict area, poor state governance)
___ Global disruption due to unanticipated circumstances
___ Other (specify) __________________
___ Nothing
___ Unsure
Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labour;
Principle 5: the effective abolition of child labour; and

1. Do you have policies or practices in place related to Labour rights?
   ___ Yes
   ___ No

2. How does your company take the Labour principles into account in its policies or practices? Select all that apply:
   ___ Recognize that all workers are free to form and join a trade union of their choice
   ___ Policy not to use or benefit from forced labour
   ___ Policy not to use or benefit from child labour
   ___ Non-discrimination policy
   ___ Equal opportunity policy
   ___ Policy to ensure safe working conditions
   ___ Other (specify) __________________
   ___ Unsure

3. What actions does your company take to implement the Labour principles? Select all that apply:
   ___ Participate in institutional framework for industrial relations and collective bargaining
   ___ Working conditions and terms of employment are addressed through collective bargaining
   ___ Labour rights risk assessment
   ___ Labour rights impact assessment
   ___ Take steps to avoid exclusion of union members from employment
   ___ Reliable mechanisms for age verification
   ___ Offer a living wage to our employees
   ___ Ensure a living wage is provided to workers in our supply chain
   ___ Take steps toward achieving zero fatal work-related accidents, severe injuries, and diseases.
   ___ Take steps toward enabling worker empowerment
   ___ Support vocational training and counseling programmes
   ___ Work-life balance measures
   ___ Inclusion of people with disabilities
   ___ Training and awareness programmes for employees
   ___ Supply chain and subcontracting arrangements
   ___ Monitor and evaluate performance
   ___ Public disclosure of labour policies and practices
   ___ Participate in industry or issue-specific initiatives
   ___ Multi-stakeholder dialogue
   ___ Other (specify) __________________
   ___ Unsure
4. To what extent has the UN Global Compact had impact on how your company addresses Labour rights? Select only one choice.

___ 1: None
___ 2: Minimal
___ 3: Moderate
___ 4: Significant
___ 5: Essential

Which of the following UN Global Compact offerings had impact on how your company addresses Labour rights? Select all that apply:

___ Universal value of the ten principles
___ Resource library
___ In-person event
___ Online event
___ Local Network support
___ Action Platform participation
___ Special Initiatives (e.g. Target Gender Equality, SDG Ambition)
___ Completing the annual Communication on Progress
___ Public policy dialogue
___ Other (please explain) ____________________

5. What challenges does your company face in advancing Labour Rights? Select all that apply:

___ Lack of financial resources
___ Lack of support from top management
___ Competing strategic priorities
___ Lack of knowledge
___ No clear link to business value
___ Lack of recognition from investors
___ Implementing strategy across business functions
___ Extending strategy throughout the supply chain
___ Extending strategy throughout subsidiaries
___ Difficulty due to operating environment (e.g., conflict area, poor state governance)
___ Global disruption due to unanticipated circumstances
___ Other (specify) ____________________
___ Nothing
___ Unsure
Environment

Principle 7: Businesses are asked to support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

1. Do you have policies or practices in place related to Environment?
   ___Yes
   ___No

2. How does your company take the environmental principles into account in its policies or practices?
   Select all that apply:
   ___Voluntary charters or codes
   ___Performance targets and indicators
   ___Cleaner and safer production objectives
   ___Sustainable consumption and responsible use objectives
   ___Other (specify) __________________
   ___Unsure

3. What actions does your company take to implement the environmental principles? Select all that apply:
   ___Environmental management systems
   ___Life-cycle assessment and costing
   ___Water risk assessment
   ___Environmental risk assessment
   ___Environmental impact assessment
   ___Eco-design
   ___Resource efficiency
   ___Use environmentally-friendly technologies and solutions
   ___Account for externalities to materially affect investment decisions
   ___Emissions trading
   ___Training and awareness programmes for employees
   ___Supply chain and subcontracting arrangements
   ___Monitor and evaluate performance
   ___Report greenhouse gas emissions and strategic climate change data
   ___Public disclosure of environmental policies and practices
   ___Participate in industry or issue-specific initiatives
   ___Multi-stakeholder dialogue
   ___Make public commitments to ambitious environmental actions
   ___Advocating for more ambitious policies
   ___Assess company impact and take ambitious actions for a healthy and productive ocean
   ___Other (specify) __________________
   ___Unsure
4. To what extent does your company address each of the following issues? On a scale of 1 to 5: 1=Not addressed, 5=Fully integrated into company strategy and operations.
   ___Climate change
   ___Water management
   ___Biodiversity
   ___Renewable energy sources
   ___Ocean
   ___Soil health

If for “Climate Change” 2 – 5 is selected.

SELECT QUESTIONS PROVIDED BY THE CDP

5. Select the option that best describes how your organization’s processes for identifying, assessing, and managing climate-related issues are integrated into your overall risk management.
   ___Integrated into multi-disciplinary company-wide risk identification, assessment, and management processes
   ___A specific climate change risk identification, assessment, and management process
   ___There are no documented processes for identifying, assessing, and managing climate-related issues

If “There are no documented processes for identifying, assessing, and managing climate-related issues” is selected

6. Why does your organization not have a process in place for identifying, assessing, and managing climate-related risks and opportunities, and do you plan to introduce such a process in the future?
   ___We are planning to introduce a risk identification, assessment, and management process in the next two years
   ___Important but not an immediate business priority
   ___Judged to be unimportant, explanation provided
   ___Lack of internal resources
   ___Insufficient data on operations
   ___No instruction from management
   ___Other, please specify

7. Are climate-related issues integrated into your business strategy?
   ___Yes
   ___No

8. Does your company have an emissions reduction commitment?
   ___Yes
   ___No

9. Did you have an emissions target that was active in the reporting year?
   ___Absolute target
   ___Intensity target
   ___Both absolute and intensity targets
   ___No target
If Absolute target, Intensity target or both are selected.

9a. Is this a science-based target?
   ___ Yes, this target has been approved as science-based by the Science-Based Targets initiative
   ___ Yes, we consider this a science-based target, but this target has not been approved as science-based by the Science-Based Targets initiative
   ___ No, but we are reporting another target that is science-based
   ___ No, but we anticipate setting one in the next 2 years
   ___ No, and we do not anticipate setting one in the next 2 years

If “No target” is selected.

9b. Explain why you do not have an emissions target, and forecast how your emissions will change over the next five years.
   ___ We are planning to introduce a target in the next two years
   ___ Important but not an immediate business priority
   ___ Judged to be unimportant, explanation provided
   ___ Lack of internal resources
   ___ Insufficient data on operations
   ___ No instruction from management
   ___ Other, please specify

10. Which of the following drives action on climate change in your company?
    ___ Mission (climate action prioritised in company strategy, core values etc.)
    ___ Public Targets (emission reduction targets, commitments etc.)
    ___ Corporate Functions (internal policies on facilities, travel, investments etc.)
    ___ Product Development (develop low CO2 offerings etc.)
    ___ Business Models (shared or as-a-service offerings etc)
    ___ Value Chain (procurement, manufacturing, embedded circularity principles etc.)
    ___ Energy Usage (energy consumption, clean energy creation etc.)
    ___ Impact Measurement (resource requirement, product impacts, services etc.)
    ___ Advocacy and collaboration (industry partnerships, cross-sectoral initiatives, government engagement)
    ___ Public policy and the regulatory environment
    ___ Consumer and customer demand

11. Is your company undertaking disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD)
    ___ Yes
    ___ No
12. To what extent has the UN Global Compact had impact on how your company addresses the environment?

___1: None
___2: Minimal
___3: Moderate
___4: Significant
___5: Essential

Which of the following UN Global Compact offerings had impact on how your company addresses the environment? Select all that apply:

___Universal value of the ten principles
___Resource library
___In-person event
___Online event
___Local Network support
___Action Platform participation
___Special Initiatives (e.g. CEO Water Mandate, Sustainable Ocean Principles, SDG Ambition)
___Completing the annual Communication on Progress
___Public policy dialogue
___Other (please explain) __________________

13. What challenges does your company face in advancing Environmental Stewardship? Select all that apply:

___Lack of financial resources
___Lack of support from top management
___Competing strategic priorities
___Lack of knowledge
___No clear link to business value
___Lack of recognition from investors
___Implementing strategy across business functions
___Extending strategy throughout the supply chain
___Extending strategy throughout subsidiaries
___Difficulty due to operating environment (e.g., conflict area, poor state governance)
___Global disruption due to unanticipated circumstances
___Other (specify) ____________________
Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

1. Do you have policies or practices in place related to Anti-corruption?
   ___ Yes
   ___ No

2. How does your company take the anti-corruption principle into account in its policies or practices? Select all that apply:
   ___ Explicit policy addressing anti-corruption
   ___ Within an overall corporate code or principles
   ___ Within a code of ethics
   ___ Within a code of ethics specifically for suppliers
   ___ Zero-tolerance policy towards corruption
   ___ Specialized unit within the company (e.g. an ethics/compliance officer, oversight board)
   ___ Pre-approval of facilitation payments required
   ___ Political donations publicized
   ___ Policies limiting the value of gifts
   ___ Policies on donations to charitable organizations
   ___ Policy against collusion
   ___ Whistleblower policy including protection against retaliation
   ___ Other (specify) __________________
   ___ Unsure

3. What actions does your company take to implement the anti-corruption principle? Select all that apply:
   ___ Management systems addressing bribery and anti-corruption
   ___ Corruption risk assessment
   ___ Corruption impact assessment
   ___ Anti-corruption policy is publicly accessible
   ___ Anonymous hotline for reporting of corruption instances
   ___ Sanction system for corruption breaches by employees
   ___ Country Managers sign “no bribery” certifications
   ___ Report on profits, income taxes and subsidies at the country of operation level
   ___ Processes to enable reporting of corruption and bribery
   ___ Terminate contracts with suppliers if corruption occurs
   ___ Training and awareness programmes for employees
   ___ Supply chain and subcontracting arrangements
   ___ Record instances of corruption
   ___ Record facilitation payments and gifts
   ___ Monitor and evaluate performance
   ___ Public disclosure of anti-corruption policies and practices
   ___ Engage in collective action
   ___ Participate in industry or issue-specific initiatives
   ___ Multi-stakeholder dialogue
   ___ Maintain conflict of interest register
   ___ Other (specify) __________________
   ___ Unsure
4. To what extent has the UN Global Compact had impact on how your company addresses anti-corruption?

___ 1: None
___ 2: Minimal
___ 3: Moderate
___ 4: Significant
___ 5: Essential

Which of the following UN Global Compact offerings had impact on how your company addresses anti-corruption? Select all that apply:
___ Universal value of the ten principles
___ Resource library
___ In-person event
___ Online event
___ Local Network support
___ Action Platform participation
___ Special Initiatives (e.g. SDG Ambition)
___ Completing the annual Communication on Progress
___ Public policy dialogue
___ Other (please explain) __________________

5. What challenges does your company face in addressing Anti-Corruption? Select all that apply:
___ Lack of financial resources
___ Lack of support from top management
___ Competing strategic priorities
___ Lack of knowledge
___ No clear link to business value
___ Lack of recognition from investors
___ Implementing strategy across business functions
___ Extending strategy throughout the supply chain
___ Extending strategy throughout subsidiaries
___ Difficulty due to operating environment (e.g., conflict area, poor state governance)
___ Global disruption due to unanticipated circumstances
___ Other (specify) _______________________
___ Nothing
___ Unsure
SECTION III

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS AND IMPACT

Note: This is not an evaluation of your company’s policies and performance. The survey is strictly used for information gathering and it is important to answer accurately. All information provided will be treated in strict confidence.

Note on terminology: The terms corporate responsibility and corporate sustainability are used interchangeably in this survey – and are defined as a company’s delivery of long-term value in financial, social, environmental and ethical terms – covering all Ten Principles of the UN Global Compact.

1. Does your company take actions to specifically advance the Sustainable Development Goals (i.e. the Global Goals)?
   ___Yes
   ___No

2. Has your company conducted an assessment of its positive impacts related to the Global Goals along the value chain?
   ___Yes
   ___No

3. Has your company conducted an assessment of its negative impacts related to the Global Goals along the value chain?
   ___Yes
   ___No

4. At what point along the value chain do you assess your impacts related to the Global Goals?
   ___Raw materials
   ___Suppliers
   ___Inbound logistics
   ___Company operations
   ___Distribution
   ___Product use
   ___Product end life
5. From your perspective, what would you say is your company’s current impact on each of the Global Goals?

On a scale of 1 to 5, where 0 = We are not aware of the impact that our company has on this goal, 1 = Significant negative impact, 2 = Somewhat negative impact, 3 = No impact 4 = Somewhat positive impact and 5 = Significant positive impact

___ Goal 1. No poverty
___ Goal 2. Zero hunger
___ Goal 3. Good Health and Well-Being
___ Goal 4. Quality Education
___ Goal 5. Gender equality
___ Goal 6. Clean water and sanitation
___ Goal 7. Affordable and clean energy
___ Goal 8. Decent Work and Economic Growth
___ Goal 9. Industry, Innovation and Infrastructure
___ Goal 10. Reduce inequalities
___ Goal 11. Sustainable Cities and Communities
___ Goal 12. Responsible Consumption and Production
___ Goal 13. Climate action
___ Goal 14. Life below Water
___ Goal 15. Life on Land
___ Goal 16. Peace, Justice and Strong Institutions
___ Goal 17: Partnerships for the Goals

6. Which of the following Global Goals does your company currently prioritize? Select all that apply:

___ Goal 1. No poverty
___ Goal 2. Zero hunger
___ Goal 3. Good Health and Well-Being
___ Goal 4. Quality Education
___ Goal 5. Gender equality
___ Goal 6. Clean water and sanitation
___ Goal 7. Affordable and clean energy
___ Goal 8. Decent Work and Economic Growth
___ Goal 9. Industry, Innovation and Infrastructure
___ Goal 10. Reduce inequalities
___ Goal 11. Sustainable Cities and Communities
___ Goal 12: Responsible Consumption and Production
___ Goal 13. Climate action
___ Goal 14. Life below Water
___ Goal 15. Life on Land
___ Goal 16. Peace, Justice and Strong Institutions
___ Goal 17: Partnerships for the Goals
Has your company set targets to advance Goal 1?
___Yes
___No

If so, when do you aim to achieve these targets?
___2021-2025
___2026-2030
___Beyond 2030/target is not time-bound

Does your company take action on Goal 1?
___Yes
___No

Does your company develop products and services that contribute to Goal 1?
___Yes
___No

Does your company assess its impact on Goal 1?
___Yes
___No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 1?
___Significant negative impact
___Negative impact
___No impact
___Positive impact
___Significant positive impact
___Do not know

Does your company ensure that 100% of employees across the organization earn a living wage?
___Yes
___No

Has your company set targets to advance Goal 2?
___Yes
___No

If so, when do you aim to achieve these targets?
___2021-2025
___2026-2030
___Beyond 2030/target is not time-bound

Does your company take action on Goal 2?
___Yes
___No

Does your company develop products and services that contribute to Goal 2?
___Yes
___No
### Goal 2

**Does your company assess its impact on Goal 2?**
- Yes
- No

**To what extent has the COVID-19 pandemic impacted your work to advance Goal 2?**
- Significant negative impact
- Negative impact
- No impact
- Positive impact
- Significant positive impact
- Do not know

**Does your company increase productivity, efficiency and nutrition profile of all food in your operations and portfolio?**
- Yes
- No

### Goal 3

#### Good Health and Well-Being

**Has your company set targets to advance Goal 3?**
- Yes
- No

**If so, when do you aim to achieve these targets?**
- 2021-2025
- 2026-2030
- Beyond 2030/target is not time-bound

**Does your company take action on Goal 3?**
- Yes
- No

**Does your company develop products and services that contribute to Goal 3?**
- Yes
- No

**Does your company assess its impact on Goal 3?**
- Yes
- No

**To what extent has the COVID-19 pandemic impacted your work to advance Goal 3?**
- Significant negative impact
- Negative impact
- No impact
- Positive impact
- Significant positive impact
- Do not know

**Does your company provide healthcare for all employees, including access to contraception and family planning?**
- Yes
- No
<table>
<thead>
<tr>
<th><strong>4 Quality Education</strong></th>
<th><strong>5 Gender Equality</strong></th>
</tr>
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<tbody>
<tr>
<td><strong>Has your company set targets to advance Goal 4?</strong></td>
<td><strong>Has your company set targets to advance Goal 5?</strong></td>
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<tr>
<td>___Yes</td>
<td>___Yes</td>
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<td>___No</td>
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<td><strong>If so, when do you aim to achieve these targets?</strong></td>
<td><strong>If so, when do you aim to achieve these targets?</strong></td>
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<td>___2021-2025</td>
<td>___2021-2025</td>
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<td>___2026-2030</td>
<td>___2026-2030</td>
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<td>___Beyond 2030/target is not time-bound</td>
<td>___Beyond 2030/target is not time-bound</td>
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<td><strong>Does your company take action on Goal 4?</strong></td>
<td><strong>Does your company take action on Goal 5?</strong></td>
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<td>___Yes</td>
<td>___Yes</td>
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<td><strong>Does your company develop products and services that contribute to Goal 5?</strong></td>
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<td>___Yes</td>
<td>___Yes</td>
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<td><strong>Does your company assess its impact on Goal 4?</strong></td>
<td><strong>Does your company assess its impact on Goal 5?</strong></td>
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<td>___Yes</td>
<td>___Yes</td>
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<td>___No</td>
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<td><strong>To what extent has the COVID-19 pandemic impacted your work to advance Goal 4?</strong></td>
<td><strong>To what extent has the COVID-19 pandemic impacted your work to advance Goal 5?</strong></td>
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<td>___Significant negative impact</td>
<td>___Significant negative impact</td>
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<td>___Negative impact</td>
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<td>___Positive impact</td>
<td>___Positive impact</td>
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<tr>
<td>___Significant positive impact</td>
<td>___Significant positive impact</td>
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<td>___Do not know</td>
<td>___Do not know</td>
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<td><strong>Does your company work with institutions where you operate to define needed skills and help build the future workforce pipeline?</strong></td>
<td><strong>Does your company work with institutions where you operate to define needed skills and help build the future workforce pipeline?</strong></td>
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<td>___Yes</td>
<td>___Yes</td>
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<td>___No</td>
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</tbody>
</table>
Does your company assess its impact on Goal 5?
____Yes
____No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 5?
____Significant negative impact
____Negative impact
____No impact
____Positive impact
____Significant positive impact
____Do not know

Does your company have gender balance across all levels of management?
____Yes
____No

Has your company set targets to advance Goal 6?
____Yes
____No

If so, when do you aim to achieve these targets?
____2021-2025
____2026-2030
____Beyond 2030/target is not time-bound

Does your company take action on Goal 6?
____Yes
____No

Does your company develop products and services that contribute to Goal 6?
____Yes
____No

Does your company assess its impact on Goal 6?
____Yes
____No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 6?
____Significant negative impact
____Negative impact
____No impact
____Positive impact
____Significant positive impact
____Do not know
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<thead>
<tr>
<th>Question</th>
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<th>No</th>
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<tbody>
<tr>
<td>Does your company maintain water stewardship in its policies and practices?</td>
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<tr>
<td>Does your company have net-positive water impact in water-stressed basins?</td>
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<td>Has your company set targets to advance Goal 7?</td>
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<td>If so, when do you aim to achieve these targets?</td>
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<td>____ Beyond 2030/target is not time-bound</td>
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<td>Does your company take action on Goal 7?</td>
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<td>___</td>
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<tr>
<td>Does your company develop products and services that contribute to Goal 7?</td>
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<td>___</td>
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<tr>
<td>Does your company assess its impact on Goal 7?</td>
<td>___</td>
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<tr>
<td>To what extent has the COVID-19 pandemic impacted your work to advance Goal 7?</td>
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<td>____ Significant negative impact</td>
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<td>____ Negative impact</td>
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<td>____ Significant positive impact</td>
<td></td>
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<tr>
<td>____ Do not know</td>
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<tr>
<td>Does your company have 100% renewable energy operations?</td>
<td>___</td>
<td>___</td>
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<tr>
<td>Does your company strive to be energy positive (supplying energy to the grid, markets, and communities where we operate)?</td>
<td>___</td>
<td>___</td>
</tr>
</tbody>
</table>
Has your company set targets to advance Goal 8?
    ___Yes
    ___No

If so, when do you aim to achieve these targets?
    ___2021-2025
    ___2026-2030
    ___Beyond 2030/target is not time-bound

Does your company take action on Goal 8?
    ___Yes
    ___No

Does your company develop products and services that contribute to Goal 8?
    ___Yes
    ___No

Does your company assess its impact on Goal 8?
    ___Yes
    ___No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 8?
    ___Significant negative impact
    ___Negative impact
    ___No impact
    ___Positive impact
    ___Significant positive impact
    ___Do not know

Does your company mandate equal pay for equal work?
    ___Yes
    ___No

Does your company prepare its workforce for lifelong growth??
    ___Yes
    ___No

Does your company extend workforce policies to contractors and broader supply chain??
    ___Yes
    ___No

Does your company ensure that 100% of employees across the organization earn a living wage?
    ___Yes
    ___No
Has your company set targets to advance Goal 9?
___Yes
___No

If so, when do you aim to achieve these targets?
___2021-2025
___2026-2030
___Beyond 2030/target is not time-bound

Does your company take action on Goal 9?
___Yes
___No

Does your company develop products and services that contribute to Goal 9?
___Yes
___No

Does your company assess its impact on Goal 9?
___Yes
___No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 9?
___Significant negative impact
___Negative impact
___No impact
___Positive impact
___Significant positive impact
___Do not know

Does your company ensure sustainability of all business infrastructure and capital projects, in accord with established criteria?
___Yes
___No

Does your company extend core expertise to improve national infrastructure?
___Yes
___No

Has your company set targets to advance Goal 10?
___Yes
___No

If so, when do you aim to achieve these targets?
___2021-2025
___2026-2030
___Beyond 2030/target is not time-bound

Does your company take action on Goal 10?
___Yes
___No
Does your company develop products and services that contribute to Goal 10?
   ___Yes
   ___No

Does your company assess its impact on Goal 10?
   ___Yes
   ___No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 10?
   ___Significant negative impact
   ___Negative impact
   ___No impact
   ___Positive impact
   ___Significant positive impact
   ___Do not know

Does your company ensure diversity of its workforce is representative of the communities in which it operates?
   ___Yes
   ___No

Does your company ensure your products and services are accessible to persons with disabilities?
   ___Yes
   ___No

Has your company set targets to advance Goal 11?
   ___Yes
   ___No

If so, when do you aim to achieve these targets?
   ___2021-2025
   ___2026-2030
   ___Beyond 2030/target is not time-bound

Does your company take action on Goal 11?
   ___Yes
   ___No

Does your company develop products and services that contribute to Goal 11?
   ___Yes
   ___No

Does your company assess its impact on Goal 11?
   ___Yes
   ___No
To what extent has the COVID-19 pandemic impacted your work to advance Goal 11?

___ Significant negative impact
___ Negative impact
___ No impact
___ Positive impact
___ Significant positive impact
___ Do not know

Does your company ensure it is positively contributing to the communities in which you operate?

___ Yes
___ No

Has your company set targets to advance Goal 12?

___ Yes
___ No

If so, when do you aim to achieve these targets?

___ 2021-2025
___ 2026-2030
___ Beyond 2030/target is not time-bound

Does your company take action on Goal 12?

___ Yes
___ No

Does your company develop products and services that contribute to Goal 12?

___ Yes
___ No

Does your company assess its impact on Goal 12?

___ Yes
___ No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 12?

___ Significant negative impact
___ Negative impact
___ No impact
___ Positive impact
___ Significant positive impact
___ Do not know

Does your company ensure that 100% of your sustainable material inputs are renewable, recyclable or reusable?

___ Yes
___ No
Does your company ensure 100% resource recovery, with all materials and products recovered and recycled or reused at end of use?

___Yes
___No

Does your company ensure zero waste to landfill and incineration?

___Yes
___No

Does your company ensure zero discharge of hazardous pollutants and chemicals?

___Yes
___No

Has your company set targets to advance Goal 13?

___Yes
___No

If so, when do you aim to achieve these targets?

___2021-2025
___2026-2030
___Beyond 2030/target is not time-bound

Does your company take action on Goal 13?

___Yes
___No

Does your company develop products and services that contribute to Goal 13?

___Yes
___No

Does your company assess its impact on Goal 13?

___Yes
___No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 13?

___Significant negative impact
___Negative impact
___No impact
___Positive impact
___Significant positive impact
___Do not know

Has your company committed to science-based emissions reduction in line with a 1.5°C pathway?

___Yes
___No
<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
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</thead>
</table>
| Has your company committed to, or set, a net-zero emissions target by 2050 or earlier? | ___ Yes  
___ No |
| Has your company set targets to advance Goal 14?                        | ___ Yes  
___ No |
| If so, when do you aim to achieve these targets?                        | ___ 2021-2025  
___ 2026-2030  
___ Beyond 2030/target is not time-bound |
| Does your company take action on Goal 14?                               | ___ Yes  
___ No |
| Does your company develop products and services that contribute to Goal 14? | ___ Yes  
___ No |
| Does your company assess its impact on Goal 14?                         | ___ Yes  
___ No |
| To what extent has the COVID-19 pandemic impacted your work to advance Goal 14? | ___ Significant negative impact  
___ Negative impact  
___ No impact  
___ Positive impact  
___ Significant positive impact  
___ Do not know |
| Does your company extend producer responsibility through the end of life of products? | ___ Yes  
___ No |
| Does your company ensure that operational waste (inputs and outputs) does not end up in the oceans? | ___ Yes  
___ No |
Has your company set targets to advance Goal 15?
- Yes
- No

If so, when do you aim to achieve these targets?
- 2021-2025
- 2026-2030
- Beyond 2030/target is not time-bound

Does your company take action on Goal 15?
- Yes
- No

Does your company develop products and services that contribute to Goal 15?
- Yes
- No

Does your company assess its impact on Goal 15?
- Yes
- No

To what extent has the COVID-19 pandemic impacted your work to advance Goal 15?
- Significant negative impact
- Negative impact
- No impact
- Positive impact
- Significant positive impact
- Do not know

Does your company ensure land degradation neutrality, including zero deforestation?
- Yes
- No

Has your company set targets to advance Goal 16?
- Yes
- No

If so, when do you aim to achieve these targets?
- 2021-2025
- 2026-2030
- Beyond 2030/target is not time-bound

Does your company take action on Goal 16?
- Yes
- No

Does your company develop products and services that contribute to Goal 16?
- Yes
- No
<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
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<tr>
<td>Does your company assess its impact on Goal 16?</td>
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<td>To what extent has the COVID-19 pandemic impacted your work to advance Goal 16?</td>
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<td>[___] Significant negative impact</td>
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<td>[___] Do not know</td>
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<td>Does your company support strong institutions and apply progressive non-discriminatory practices to all countries in which you operate?</td>
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<td>[___] Yes</td>
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<td>[___] No</td>
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<td>Does your company ensure that it has zero incidences of bribery?</td>
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<td>[___] Yes</td>
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<td>Has your company set targets to advance Goal 17?</td>
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<td>If so, when do you aim to achieve these targets?</td>
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<td>Does your company take action on Goal 17?</td>
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<td>Does your company develop products and services that contribute to Goal 17?</td>
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<td>[___] Yes</td>
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<td>Does your company assess its impact on Goal 17?</td>
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<td>To what extent has the COVID-19 pandemic impacted your work to advance Goal 17?</td>
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<td>[___] Significant negative impact</td>
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<td>Question</td>
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<tr>
<td>Does your company co-invest with communities where your people live and work?</td>
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<tr>
<td>Does your company collaborate across your value chains to meet the SDGs?</td>
<td></td>
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<tr>
<td>10. Does your company conduct training and awareness programmes for key decision makers across all business functions regarding the Global Goals and the extent of change needed to meet them?</td>
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<tr>
<td>11. How does your company take action to contribute to the Global Goals?</td>
<td></td>
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<tr>
<td>Core business:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>___ Upholding the Ten Principles of the UN Global Compact</td>
<td></td>
<td></td>
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<tr>
<td>___ Align core business strategy with the Goals</td>
<td></td>
<td></td>
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<tr>
<td>___ Develop products and/or services that contribute to the Goals</td>
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<tr>
<td>___ Design business models that contribute to the Goals</td>
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<tr>
<td>___ Set corporate goals that are sufficiently ambitious, science-based and/or align with societal needs (including alignment with the SDG Ambition benchmarks).</td>
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<tr>
<td>Social investment and philanthropy:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>___ Voluntary financial contributions to charitable and/or non-profit organizations</td>
<td></td>
<td></td>
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<tr>
<td>___ Voluntary non-financial/in-kind contributions to charitable and/or non-profit organizations</td>
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<td></td>
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<tr>
<td>Advocacy and public policy:</td>
<td></td>
<td></td>
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<tr>
<td>___ Publicly advocate the importance of action in relation to the Goals</td>
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<tr>
<td>___ Participate in key summits and other important public policy interactions in relation to the Goals</td>
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<tr>
<td>___ Publicly communicate/disclose your Global Goal practices and impacts</td>
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<tr>
<td>___ Contribute to country’s Global Goal National Action Plan</td>
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<tr>
<td>___ Lobby for policy alignment with the Global Goals</td>
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<tr>
<td>Collaboration and partnerships:</td>
<td></td>
<td></td>
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<tr>
<td>___ Engage in partnership projects with public or private organizations</td>
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<td></td>
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<tr>
<td>___ Participate in industry collaboration to advance the Goals</td>
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<tr>
<td>If “Engage in partnership projects with public or private organizations” selected:</td>
<td></td>
<td></td>
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<tr>
<td>What types of organizations have you partnered with? Select all that apply:</td>
<td></td>
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<tr>
<td>___ Government</td>
<td></td>
<td></td>
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<tr>
<td>___ United Nations</td>
<td></td>
<td></td>
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<tr>
<td>___ Other multilateral organization</td>
<td></td>
<td></td>
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<tr>
<td>___ Company</td>
<td></td>
<td></td>
</tr>
<tr>
<td>___ Customers</td>
<td></td>
<td></td>
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<tr>
<td>___ End consumers</td>
<td></td>
<td></td>
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<tr>
<td>___ Non-governmental organization</td>
<td></td>
<td></td>
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<tr>
<td>___ Academia</td>
<td></td>
<td></td>
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<tr>
<td>___ Industry associations</td>
<td></td>
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<tr>
<td>___ Other (specify)</td>
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</tbody>
</table>
At what level(s) within the company do your partnership projects occur? Select all that apply:

___ Global partnership
___ Local partnership

12. What challenges does your company face in taking action to advance the Sustainable Development Goals? Select all that apply:

___ Lack of financial resources
___ Lack of support from top management
___ Competing strategic priorities
___ Lack of knowledge
___ No clear link to business value
___ Lack of recognition from investors
___ Implementing strategy across business functions
___ Extending strategy throughout the supply chain
___ Extending strategy throughout subsidiaries
___ Difficulty due to operating environment (e.g., conflict area, poor state governance)
___ Global disruption due to unanticipated circumstances
___ Other (specify) ____________________
___ Nothing
___ Unsure
SECTION IV
LOCAL NETWORKS

Note: This is not an evaluation of your company’s policies and performance. The survey is strictly used for information gathering and it is important to answer accurately. All information provided will be treated in strict confidence.

Note on terminology: The terms corporate responsibility and corporate sustainability are used interchangeably in this survey – and are defined as a company’s delivery of long-term value in financial, social, environmental and ethical terms – covering all Ten Principles of the UN Global Compact.

1. Is your company engaged in a UN Global Compact Local Network?
   ___Yes
   ___No
   ___Unsure

If yes:
How does your company engage in your Local Network(s)? Select all that apply:

___Receives assistance with implementation of the Global Compact principles
___Receives assistance with advancing the Global Goals
___Receives assistance with Communication on Progress (COP)
___Participates in policy dialogue
___Shares practices and experiences with peers
___Engages in collective action
___Networks with non-business stakeholders
___Networks with other companies
___Involved in Local Network governance
___Other (please specify)
___Unsure

For each choice selected:

How helpful is this engagement to your company?
On a scale of 1 to 5: 1= Not helpful, 5= Extremely helpful (select only one choice):
   ___1 (Not helpful)
   ___2
   ___3
   ___4
   ___5 (Extremely helpful)

If no:
Why is your company not engaged in a UN Global Compact Local Network? Select all that apply:

___Not aware of a Local Network in my country
___Engage directly with the GC at the global level
___Insufficient time/capacity to engage in Local Network
___Activities do not meet my expectations
___Does not add value to company’s overall corporate responsibility agenda
___Local Network has restrictive entry criteria (e.g. fees)
___Other (please specify)
___Unsure
SECTION V
SUSTAINABILITY REPORTING

Note: This is not an evaluation of your company’s policies and performance. The survey is strictly used for information gathering and it is important to answer accurately. All information provided will be treated in strict confidence.

Note on terminology: The terms corporate responsibility and corporate sustainability are used interchangeably in this survey – and are defined as a company’s delivery of long-term value in financial, social, environmental and ethical terms – covering all Ten Principles of the UN Global Compact.

1. Has your company reported on its sustainability performance?
   ___Yes
   ___No

   If yes:
   How does your company benefit from sustainability reporting? Select all that apply:

   ___Helps integrate corporate responsibility commitment into business operations
   ___Enhances commitment by the CEO
   ___Enhances stakeholder relations
   ___Promotes internal information sharing among departments
   ___Demonstrates active participation in the Global Compact
   ___Demonstrates our contribution towards the Global Goals
   ___Improves corporate reputation
   ___Provides information for investors to evaluate sustainability performance
   ___Does not benefit
   ___Other (please specify)
   ___Unsure

   What challenges does your company face in sustainability reporting? Select all that apply:

   ___Lack of standard performance metrics
   ___Too many reporting standards and frameworks
   ___Insufficient internal process to monitor, measure and report
   ___Company structure not conducive to internal reporting/information sharing
   ___Lack of experience with public reporting
   ___Lack of resources
   ___Not a priority within the company
   ___Other (please specify)
   ___None
   ___Unsure

   Does your company integrate its sustainability metrics and/or performance into its annual financial report?

   ___Yes
   ___No
   ___No, but we plan to in the coming years
   ___Not applicable (e.g., company does not produce annual financial report)
Does your company contribute to a national reporting framework such as a SDG Voluntary National Review?

___ Yes
___ No
___ No, but we plan to in the coming years

2021 UN Global Compact Implementation Survey
SECTION VI
ASSESSMENT & PROGRESS

Note: This is not an evaluation of your company’s policies and performance. The survey is strictly used for information gathering and it is important to answer accurately. All information provided will be treated in strict confidence.

Note on terminology: The terms corporate responsibility and corporate sustainability are used interchangeably in this survey – and are defined as a company’s delivery of long-term value in financial, social, environmental and ethical terms – covering all Ten Principles of the UN Global Compact.

1. The UN Global Compact recognizes that implementing universal principles into business strategy, culture and operations can be a long-term process and encourages participants to follow a path of continuous improvement.

Overall, how would you describe your company’s current level of implementation of the Ten Principles of the UN Global Compact?

On a scale of 1 to 5: 1= Beginner, 5= Advanced performer (select only one choice):
___1 (Beginner)
___2
___3
___4
___5 (Advanced performer)

2. Overall, to what extent has participation in the UN Global Compact helped advance corporate responsibility policies and/or practices within your company?

On a scale of 1 to 5: 1=No impact, 5=Would not have happened without being a participant (select only one choice):
___1: No impact
___2: Minimally helped advance efforts
___3: Moderately helped advance efforts
___4: Significantly helped advance efforts
___5: Advancement would not have happened without being a participant

3. To what extent do you agree with the following statements.

On a scale of 1 to 5: 1=Strongly disagree, 5=Strongly agree (select only one choice):

The UN Global Compact has played an important role in...

_____...shaping our company’s vision
_____...driving our implementation of sustainability policies and practices
_____...guiding our corporate sustainability reporting
_____...motivating our company to advance broader UN goals and issues, such as the Global Goals
4. **What challenges does your company face in advancing to the next level of implementation of the UN Global Compact’s principles and the Global Goals?** Select all that apply:

- Lack of financial resources
- Lack of support from top management
- Competing strategic priorities
- Lack of knowledge
- No clear link to business value
- Lack of recognition from investors
- Implementing strategy across business functions
- Extending strategy throughout the supply chain
- Extending strategy throughout subsidiaries
- Difficulty due to operating environment (e.g., conflict area, poor state governance)
- Global disruption due to unanticipated circumstances
- Other (specify) ____________________
- Nothing
- Unsure

5. **In your view, how significant has the UN Global Compact been in spreading the practice of corporate sustainability worldwide?**

- No impact
- Minimal
- Moderate
- Significant
- Essential

6. **Please rank the top 5 areas in which the UN Global Compact should focus its efforts. Please select 5 responses and then rank your responses in order of importance from 1 – 5, with 1 being the most important reason.**

- Promote universal values and principles to business
- Advocate for global and national policies that support corporate sustainability
- Increase capacity of Local Networks
- Provide guidance for companies on how to implement sustainability into business strategies and operations
- Establish stronger linkages with investors, educators and consumers
- Collect and share good practice examples
- Promote multi-stakeholder approach to addressing sustainability issues
- Develop action platforms by issue or sector
- Provide collective action opportunities
- Other (specify) ____________________
- Nothing
- Unsure
1. Where is your company located?

________________________________________________________________________

2. Is your company a subsidiary?
   ___ Yes
   ___ No

   If yes: Where is your parent company headquartered?

________________________________________________________________________

3. How many people does your company employ, including all locations?
   ___ 10 – 249
   ___ 250 – 4,999
   ___ 5,000 – 50,000
   ___ >50,000

3a. How has COVID-19 affected your number of employees?
   ___ We have seen a noted increase in the number of people employed
   ___ Our employee numbers have remained approximately the same
   ___ We have seen a noted decrease in the number of people employed

4. What are your company’s annual revenues (in US$)?
   ___ <25 million
   ___ 25 – 250 million
   ___ 250 million – 1 billion
   ___ > 1 billion

4a. How has COVID-19 affected your revenues?
   ___ We have seen a noted increase in revenues
   ___ Our revenues have remained approximately the same
   ___ We have seen a noted decrease in our revenues.

5. Which of the following best describes your company? Select all that apply:
   ___ Privately owned
   ___ Publicly traded
   ___ Partially state-owned enterprise
   ___ Fully state-owned enterprise
   ___ Other (please specify)

6. Please indicate your industry: ____________________________________________
7. When did your company join the Global Compact?
   ___2000
   ___2001
   ___2002
   ___2003
   ___2004
   ___2005
   ___2006
   ___2007
   ___2008
   ___2009
   ___2010
   ___2011
   ___2012
   ___2013
   ___2014
   ___2015
   ___2016
   ___2017
   ___2018
   ___2019
   ___2020
   ___2021

8. Please specify your corporate department/position:
   ___Board of Directors
   ___Chief Executive
   ___Sustainability/Corporate Responsibility
   ___Human Resources
   ___Sales & Marketing
   ___Environment, Health & Safety
   ___Operations
   ___Public Affairs/Communications
   ___Legal/Compliance
   ___Finance/Accounting
   ___Business Development
   ___Logistics/Supply Chain
   ___Consultant
   ___Other

We thank you for your time spent taking this survey.