



Sustainable Business Certification
Self-Assessment Framework

for

[Name]

[Date]

	BRONZE	SILVER	GOLD	PLATINUM
<i>REDUCE</i> Non-renewable Energy and Resources				
<i>MINIMIZE</i> Pollution & Toxics				
<i>PROTECT</i> Ecosystems				
<i>MEET</i> Human Needs				
<i>MANAGE</i> for Sustainability				

IMPROVEMENT OPPORTUNITIES:

REDUCE Non-renewable Energy & Resources: TBD

MINIMIZE Pollution & Toxics: TBD

PROTECT Ecosystems: TBD

MEET Human Needs: TBD

MANAGE For Sustainability: TBD

REDUCE Non-renewable Energy and Resources

BRONZE (need 2 boxes checked)	SILVER (need 2 boxes checked)	GOLD (need 2 boxes checked)	PLATINUM (need 4 boxes checked)
<p>ENERGY CONSERVATION</p> <p>Conserve energy with your equipment, appliances, and heating/cooling systems.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Use existing equipment as efficiently as possible (unplug appliances, control thermostats, etc). • Repair or purchase used equipment. • Ensure new equipment is more efficient than norm (e.g. Energy Star). • Other. <hr/> <ul style="list-style-type: none"> • <i>Describe your business practices here.</i> 	<p>ENERGY CONSERVATION</p> <p>Assess your building's energy use and improve as appropriate.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Create plans to improve energy use AND implement short-term actions. • Monitor energy use over time to identify unplanned increases. • Capture and use waste heat (e.g., heat recovery unit on oven). • Other. <hr/> <ul style="list-style-type: none"> • 	<p>ENERGY CONSERVATION</p> <p>Ensure all major electric equipment qualifies for Energy Star or equivalent.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Heating, ventilation, air conditioning. • Appliances, lighting, and electronics. • Landscaping equipment. • Equipment you sell or produce. • Other. <hr/> <ul style="list-style-type: none"> • 	<p>ENERGY CONSERVATION</p> <p>Minimize energy in production, use, and disposal of your products & services.</p> <p>REQUIREMENTS:</p> <ul style="list-style-type: none"> • Redesign products and services to minimize energy in production and use. • Improve reparability and materials recovery for your products. • Advise customers how to reduce energy related to your product or service. • Work with suppliers to reduce their energy consumption. <hr/> <ul style="list-style-type: none"> •
<p>CLIMATE</p> <p>Understand and take steps to reduce your greenhouse gas impacts.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Buy 50% green power. • Maintain refrigeration equipment and replace outdated refrigerants. • Identify sources of greenhouse gas in the business and 2-3 actions to reduce. • Identify climate-related risks to your business and 2-3 actions to mitigate. • Other. <hr/> <ul style="list-style-type: none"> • 	<p>CLIMATE</p> <p>Increase the percentage of renewable energy used by your business.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Buy green power for 100% of your electricity. • Generate at least 50% of power onsite from renewables. • Buy Renewable Energy Certificates (RECs) for your power. • Other. <hr/> <ul style="list-style-type: none"> • 	<p>CLIMATE</p> <p>Become carbon neutral for your internal operations.</p> <p>REQUIREMENTS:</p> <ul style="list-style-type: none"> • Calculate your Scope 1-2 emissions and take significant action to reduce. • Buy certified carbon offsets for any remaining Scope 1-2 emissions. • Submit your GHG inventory and carbon offset confirmation. <hr/> <ul style="list-style-type: none"> • 	<p>CLIMATE</p> <p>Become carbon neutral across employees, customers, and purchases.</p> <p>REQUIREMENTS:</p> <ul style="list-style-type: none"> • Calculate significant Scope 3 emissions for your operations. • Change processes to reduce emissions; consider business model innovation and product design, supplier and customer engagement, operating policies. • Purchase offsets to mitigate remaining Scope 3 emissions. <hr/> <ul style="list-style-type: none"> •





<p>TRANSPORTATION</p> <p>Reduce miles traveled or fuel used by employees and the business.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Encourage alternative commute modes (carpool, public transit, cycle, walk). • Consolidate shipments for deliveries. • Choose lower-footprint delivery options. • Enable remote work. • Other. <hr/> <p>•</p>	<p>TRANSPORTATION</p> <p>Increase the percentage of business vehicles fueled by alternative energy.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • 25% of business vehicles run on alternative fuel (plug-in charged with renewable power, biofuel, fuel cell). • Reduce vehicle-miles traveled by 25% (moving people or products). • Coordinate with other businesses to consolidate shipments. • All business vehicles are hybrids. • Other. <hr/> <p>•</p>	<p>TRANSPORTATION</p> <p>Maximize alternative-fuel vehicles and minimize distance traveled for your business operations.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • 75% of business vehicles run on alternative fuel (plug-in charged with renewable power, biofuel, fuel cell). • Implement measures to significantly reduce business miles driven. • Establish a fleet management plan to change your vehicle mix over time. • Other. <hr/> <p>•</p>	<p>TRANSPORTATION</p> <p>Enable customers, suppliers, and employees to maximize alternative-fuel vehicles and minimize distance traveled.</p> <p>REQUIREMENTS:</p> <ul style="list-style-type: none"> • Discontinue or offset all air travel. • Ensure 100% of business vehicles run on alternative fuel. • Provide incentives for employees to commute in alternative-fuel vehicles. • Give preference to suppliers using alternative-fuel vehicles. <hr/> <p>•</p>
<p>EXTRACTED MATERIALS</p> <p>Reduce your need for non-renewable materials from mines, quarries, mineral deposits, etc.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Delay upgrading metal-containing products (electronics, appliances, vehicles, etc) until you need additional capabilities AND recycle properly. • Minimize or find alternatives for non-renewable materials (rock, gravel, sand, concrete, tile, glass, metal, etc). • Reuse metals and other non-renewable resources from your own operations. • Other. <hr/> <p>•</p>	<p>EXTRACTED MATERIALS</p> <p>Help create markets for recovered non-renewable materials.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Buy products as refurbished, or made with recycled non-renewables. • Buy from companies that have a take-back program. • Use recycled materials in products you produce. • Other. <hr/> <p>•</p>	<p>EXTRACTED MATERIALS</p> <p>Consider the full life cycle of products when using or purchasing items.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Buy EPEAT-certified electronics. • Use life cycle thinking to evaluate equipment to repair and reuse vs. replace. • Find replacements for any products that contain conflict minerals. • Other. <hr/> <p>•</p>	<p>EXTRACTED MATERIALS</p> <p>Help create a circular economy.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Work with suppliers to significantly reduce the need for newly-mined materials in production processes. • Actively participate in a circular-economy effort. • Provide mechanisms for product take-back. • Other. <hr/> <p>•</p>

MINIMIZE Pollution & Toxics

BRONZE (need 2 boxes checked)	SILVER (need 2 boxes checked)	GOLD (need 2 boxes checked)	PLATINUM (need 4 boxes checked)
<p>CHEMICALS</p> <p>Use nontoxic products for the majority of your cleaning.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Use certified green cleaning products (Green Seal, Safer Choice, EWG). ● Make your own green cleaning products from ingredients such as lemon juice, baking soda, and vinegar. ● Minimize the need for harsh solvents by choosing products and materials easily cleaned with water & nontoxic ingredients. ● Other. <hr/> <p>●</p>	<p>CHEMICALS</p> <p>Prevent toxic pollution.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Use preventive and nontoxic methods for pests and weeds, turning to chemicals only as a last resort. ● Minimize hazardous materials AND implement an effective safety program. ● Mitigate risk of toxics escape from your property due to fire, flood, and wind. ● Other. <hr/> <p>●</p>	<p>CHEMICALS</p> <p>Have a formal system to assess and contain chemicals.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Conduct a chemical inventory and identify substances to eliminate or replace with safer alternatives. ● Institute regular inspections and remediation steps for all onsite toxics. ● Prevent all toxics from leaving your property due to runoff, wind, etc. ● Other. <hr/> <p>●</p>	<p>CHEMICALS</p> <p>Produce zero toxic emissions.</p> <p>REQUIREMENTS:</p> <ul style="list-style-type: none"> ● Identify your main sources and types of toxic emissions. ● Capture all pollutants before release to air, water, or soil. ● Redesign products and processes to eliminate toxics. ● Work with suppliers to eliminate toxics in the supply chain. <hr/> <p>●</p>
<p>AIR QUALITY</p> <p>Maintain adequate ventilation and fire prevention, both indoor and outdoor.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Regularly maintain all HVAC systems. ● Maintain defensible space and exercise fire prevention. ● When remodeling, ensure safe air quality for workers. ● Other. <hr/> <p>●</p>	<p>AIR QUALITY</p> <p>Preserve healthy indoor air quality.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Use only low VOC-emitting materials for flooring, wall coverings, upholstery. ● Implement a fragrance-free workplace policy. ● Use plants and biofilters to maintain indoor air quality. ● Other. <hr/> <p>●</p>	<p>AIR QUALITY</p> <p>Assess air quality practices of your major suppliers and service providers.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Ask suppliers and service providers about air quality practices and help address any issues. ● Consider air quality practices in supplier and service provider selection. ● Request air quality outcome data from major suppliers and service providers. ● Other. <hr/> <p>●</p>	<p>AIR QUALITY</p> <p>Improve air quality globally.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Donate to organizations working on air quality. ● Engage in policy efforts to improve air quality. ● Promote practices that reduce forest fires and agricultural burning. ● Other. <hr/> <p>●</p>

<p>WASTE</p> <p>Reduce waste and recycle common materials.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Separate & recycle at least 25% of waste with a service delivering minimum 80% recovery rate. • Reduce waste you generate by at least 25%. • Plan 3-5 steps to increase diversion from landfill within the next two years. • Other. <hr/> <p>•</p>	<p>WASTE</p> <p>Recycle items not accepted curbside, especially those that contain toxics or contribute to litter and ocean plastics.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Recycle electronics, batteries, toner cartridges, motor oil. • Use a service to recycle plastic bags, bubble wrap, and other plastic films. • Find someone to repurpose or reuse materials not accepted for recycling. • Other. <hr/> <p>•</p>	<p>WASTE</p> <p>Conduct regular waste audits and measure progress on waste reduction and diversion.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Measure your diversion rate and build plans to divert at least 50% of waste from landfill. • Review purchasing practices and identify areas to reduce waste. • Use data from a waste characterization study to build waste reduction plans. • Other. <hr/> <p>•</p>	<p>WASTE</p> <p>Actively move toward zero waste.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Divert at least 90% of solid waste. • Reduce your waste generated by at least 90% from baseline. • Create new solutions for waste diversion (markets, infrastructure, policy, etc). • Other. <hr/> <p>•</p>
<p>MATERIALS EFFICIENCY</p> <p>Reduce materials and packaging in your business.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Favor durable, reusable, and repairable items, avoiding single-use products and excessive packaging. • Reduce packaging for items you produce or sell. • Buy key materials and supplies in bulk. • Other. <hr/> <p>•</p>	<p>MATERIALS EFFICIENCY</p> <p>Prioritize purchases based on sustainability impacts.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Identify purchases that can be eliminated, reused, reduced, or repurposed. • Have policies that prefer suppliers with sustainable products and packaging. • Buy products as services wherever possible (e.g., refillables, rentals). • Other. <hr/> <p>•</p>	<p>MATERIALS EFFICIENCY</p> <p>Ensure all major business purchases are sustainable.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Confirm all major purchased items are reusable, recyclable, or repairable. • Require sustainable packaging for all major business purchases. • Identify sustainability impacts of major materials used and identify alternatives. • Other. <hr/> <p>•</p>	<p>MATERIALS EFFICIENCY</p> <p>Influence more efficient use of materials throughout your supply chain.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Design all major products with sustainable packaging. • Work with suppliers to reduce the amount and impact of their packaging. • Participate in industry efforts to improve sustainable materials use. • Other. <hr/> <p>•</p>

PROTECT Ecosystems

 BRONZE (need 2 boxes checked)	 SILVER (need 2 boxes checked)	 GOLD (need 2 boxes checked)	 PLATINUM (need 3 boxes checked)
<p>FOOD SYSTEMS</p> <p>Reduce food-related waste.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Identify 2-4 opportunities to prevent food waste. ● Reduce serving sizes. ● Reduce the footprint of your food packaging. ● Other. <hr/> <p>•</p>	<p>FOOD SYSTEMS</p> <p>Reduce impacts from food sourcing, packaging, and disposal.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Compost all locally-accepted food waste. ● Source 30% local and/or organic produce AND offer plant-based protein options. ● Choose certified sustainable for any animal products. ● Achieve 25% sustainable packaging for food products you provide. ● Other. <hr/> <p>•</p>	<p>FOOD SYSTEMS</p> <p>Eliminate major impacts from food sourcing, consumption, and disposal.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Divert 90% of food waste. ● Source 50% local and/or organic. ● Offer plant-based options by default AND minimize use of animal products. ● Achieve 75% sustainable packaging for food products you provide. ● Other. <hr/> <p>•</p>	<p>FOOD SYSTEMS</p> <p>Support regenerative agricultural and sustainable packaging.</p> <p>REQUIREMENTS:</p> <ul style="list-style-type: none"> ● Divert 100% of food waste. ● Source 90% local and/or organic. ● Offer primarily plant-based food products. ● Achieve 100% sustainable packaging for food products you provide. <hr/> <p>•</p>
<p>WATER</p> <p>Assess indoor and outdoor water use and take basic steps to conserve.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Install low flow water fixtures. ● Ensure all water-using appliances are high efficiency. ● Encourage water-saving behaviors; test for and eliminate leaks. ● Ensure irrigation systems are efficient. ● Other. <hr/> <p>•</p>	<p>WATER</p> <p>Reduce demand for potable water in your business.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Conduct regular inspections & maintenance on all water systems. ● Give preference to drought-tolerant plants in landscaping. ● Reuse water. ● Change your business processes to use less potable water. ● Other. <hr/> <p>•</p>	<p>WATER</p> <p>Implement water reuse strategies.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Divert stormwater or greywater for irrigation. ● Supply at least 50% of indoor water from rainwater catchment or greywater. ● Design all landscaping to be xeriscape. ● Other. <hr/> <p>•</p>	<p>WATER</p> <p>Make significant progress toward net zero water budget.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Supply 100% of indoor water from rainwater or recycled water. ● Return all water to its source in the same condition or better. ● Ensure all stormwater from 1" rain events can stay on property. ● Purchase offsets for all water use. ● Other. <hr/> <p>•</p>





<p>BUILDING</p> <p>Assess building(s) against current codes and set priorities for improvement.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Comply with Dark Sky guidelines AND at least one of the following: ● Ensure buildings comply with current codes OR older buildings at least meet safety codes with plans to improve. ● Occupy and preserve a historic building. ● Commit to current codes for remodels planned in the next two years. ● Other. <hr/> <p>●</p>	<p>BUILDING</p> <p>Ensure comfortable workspaces and improve the sustainability of your building(s).</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Offer building amenities to support alternative transportation (bike racks, showers, charging stations, etc). ● Recycle at least 50% of demolition material generated in remodels. ● Design workspaces with ergonomics, natural light, and universal design. ● Observe noise abatement practices and minimize vehicle traffic to your facility. ● Other. <hr/> <p>●</p>	<p>BUILDING</p> <p>Ensure your building meets green standards (e.g., LEED) for operations and maintenance.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Already compliant. ● Minimize the environmental footprint of hardscapes and structures. ● Optimize refrigerants and energy performance. ● Other. <hr/> <p>●</p>	<p>BUILDING</p> <p>Be a model of sustainable building practices.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Most of your buildings (or square footage) qualify for LEED Platinum. ● At least one building meets the Living Building Challenge criteria. ● Implement a major building sustainability feature others can learn from. ● Publicly advocate for sustainable building practices in your community or industry. ● Other. <hr/> <p>●</p>
<p>OTHER NATURAL RESOURCES</p> <p>Assess your use of natural resources and make plans to improve.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Give preference to local and/or certified sustainable products. ● Identify your main natural resource uses and make plans to mitigate risks. ● Assess the impact of your waste streams to air, water, and soil. ● Identify habitat impacts of your business emissions. ● Other. <hr/> <p>●</p>	<p>OTHER NATURAL RESOURCES</p> <p>Reduce the impacts of your natural resource uses.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Eliminate all invasive plants AND ensure 50% native plants in landscaping. ● Choose certified products for 30% of non-food natural resources (e.g., paper, cotton, skin care products). ● Restore habitat (e.g., build a rain garden, restore watershed, add shade cover). ● Conserve and build soil. ● Other. <hr/> <p>●</p>	<p>OTHER NATURAL RESOURCES</p> <p>Minimize your natural resource impacts from purchasing, production, and waste streams.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Purchase 75% certified sustainable for non-food natural resources. ● Take a leadership role or commit to ongoing engagement in habitat conservation and restoration. ● Donate to conservation efforts to significantly mitigate your business impacts on natural resources. ● Other. <hr/> <p>●</p>	<p>OTHER NATURAL RESOURCES</p> <p>Become a restorative business for all significant natural resources you use.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Ensure none of your natural resources are from threatened ecosystems. ● Create products or processes that net basis restore ecosystem services. ● Restore critical lands or transfer development rights to benefit ecosystems (e.g., flood control, aquifer recharge, soil building, pollinator habitat). ● Other. <hr/> <p>●</p>

MEET Human Needs

BRONZE (need 2 boxes checked)		SILVER (need 2 boxes checked)		GOLD (need 2 boxes checked)		PLATINUM (need 4 boxes checked)	
<p>SAFETY NET</p> <p>Provide basic benefits for employees. (Check if self-employed, with health coverage, and no employees.)</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Provide health benefits for employees working 29+ hrs/week. • Provide paid vacation and personal time for employees working 29+ hrs/week. • Offer family leave with a commitment to continued employment upon return. • Other. 		<p>SAFETY NET</p> <p>Compensate employees fairly.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Pay a living wage so employees working 40 hrs/week are not dependent on social services. • Ensure overtime worked is strictly voluntary. • Provide non-wage benefits that reduce financial burden for employees (e.g., meals, ride vouchers, housing support). • Other. 		<p>SAFETY NET</p> <p>Provide services and benefits that enhance employees' quality of life.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Allow flexibility to deal with personal emergencies and child/elder care. • Discourage work during off-hours & vacation. • Offer wellness and fitness programs. • Other. 		<p>SAFETY NET</p> <p>Provide systems to help employees build wealth (check if sole proprietor or one-person operation).</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Share a significant percent profits with employees. • Match retirement plan contributions AND encourage high participation. • Become a worker-owned cooperative. • Other. 	
<p>INCLUSION</p> <p>Establish goals and plans for a diverse and inclusive workforce.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Define a vision for inclusion in your business and make plans to achieve. • Assess the diversity of your employee base relative to the community and set goals. • Understand labeling that protects workers and communities in your supply chain (e.g., Fair Trade) and choose certified products. • Other. 		<p>INCLUSION</p> <p>Make significant progress toward your goals for a diverse workforce.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Recruit employees from disadvantaged or underrepresented groups. • Track & report progress toward inclusion goals. • Build inclusion criteria into decisions on hiring, pay, promotion, etc. • Other. 		<p>INCLUSION</p> <p>Influence the community and suppliers to improve inclusiveness.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Seek out suppliers owned, led, or staffed by underrepresented groups. • Engage community members in making the community more resilient. • Visibly model inclusive practices such as pay transparency. • Other. 		<p>INCLUSION</p> <p>Integrate inclusion into your mission.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Build inclusion into your business model and human resource practices. • Offer products and services oriented to customer groups underrepresented in your industry. • Leverage your mission and resources to build community inclusiveness. • Other. 	

<p>EMPLOYEE DEVELOPMENT</p> <p>Design jobs for employee satisfaction and growth. (Check if self-employed with no employees.)</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Provide reliable work shifts, task variety, flexibility AND hold supervisors accountable for these elements. ● Establish practices (e.g., surveys) to identify and address areas of concern. ● Regularly recognize employees in ways that are meaningful to them. ● Other. <hr/> <p>●</p>	<p>EMPLOYEE DEVELOPMENT</p> <p>Support employees to build skills and knowledge.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Offer formal and informal learning opportunities (e.g., training, projects, job rotation, tuition reimbursement). ● Engage employees in improvement efforts and decisions about their work. ● Include employees in business planning and budgeting. ● Other. <hr/> <p>●</p>	<p>EMPLOYEE DEVELOPMENT</p> <p>Help employees discover their passions and build capacity to manage their career.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Build employee skills for self-management (e.g., leadership, finance, customer empathy). ● Transfer key management responsibilities to work teams. ● Create conditions for personal transformation (e.g., meditation, appreciations, moments of silence, mentors, self-discovery). ● Other. <hr/> <p>●</p>	<p>EMPLOYEE DEVELOPMENT</p> <p>Encourage employees to contribute to the well-being of the community.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Provide paid time off for volunteering and recognize employees who demonstrate community leadership. ● Help employees form their own social enterprises. ● Share decision-making with employees (e.g., using WorldBlu principles). ● Other. <hr/> <p>●</p>
<p>STAKEHOLDER ENGAGEMENT</p> <p>Build collaborative relationships with customers, community, and other external stakeholders.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Attend public meetings to understand community needs (e.g., City Council, Rotary, nonprofit presentations). ● Participate in community development (e.g., city commissions, nonprofit boards). ● Encourage customers to make sustainable choices with your products or services. ● Actively participate in local disaster preparedness efforts. ● Other. <hr/> <p>●</p>	<p>STAKEHOLDER ENGAGEMENT</p> <p>Offer your resources to address community needs.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Use your assets (e.g., facilities, connections) to strengthen relationships in the community. ● Organize community events. ● Participate in public/private partnerships to address community needs. ● Other. <hr/> <p>●</p>	<p>STAKEHOLDER ENGAGEMENT</p> <p>Lead efforts to make your community more sustainable and resilient.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Redesign your processes to address community needs (e.g., hiring practices, new services). ● Allocate the equivalent of 5% of profits as community contribution (time, in-kind, money). ● Identify root causes of critical community issues and lead others to foster sustainable solutions. ● Other. <hr/> <p>●</p>	<p>STAKEHOLDER ENGAGEMENT</p> <p>Build resilient, sustainable communities globally.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Create social/sustainable enterprises to address local needs. ● Extend your support for sustainable communities through strategic partnerships beyond your local area. ● Work to improve human rights throughout your supply chain. ● Other. <hr/> <p>●</p>

MANAGE for Sustainability

 BRONZE (need 2 boxes checked)	 SILVER (need 2 boxes checked)	 GOLD (need 2 boxes checked)	 PLATINUM (need 3 boxes checked)
<p>MISSION</p> <p>Communicate the business case for sustainability to managers and staff.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Develop a vision and business case for sustainability in your organization. • Share the organization’s sustainability commitment with all employees. • Train employees on sustainability frameworks and practices. • Other. <hr/> <p>•</p>	<p>MISSION</p> <p>Adopt a sustainability framework and share your commitment with major suppliers and customers.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Use a sustainability framework (e.g., Natural Step, UN Sustainable Development Goals) to identify your major impacts and opportunities. • Actively guide customers toward more sustainable choices AND refer them to other certified sustainable businesses. • Educate suppliers on your sustainability efforts and business case. • Other. <hr/> <p>•</p>	<p>MISSION</p> <p>Embrace sustainability as a strategic objective and engage major stakeholders.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Include sustainability in your strategic plan. • Engage customers and/or suppliers to identify sustainability opportunities for your business. • Offer opt-in carbon offsets for customers and suppliers. • Actively share sustainability practices and lessons with industry peers. • Other. <hr/> <p>•</p>	<p>MISSION</p> <p>Align your organization’s central purpose to drive sustainability.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Define your core mission to serve local, regional, or global sustainability. • Redesign your core offerings to be fully “circular.” • Establish extended producer responsibility systems for your products cradle to cradle. • Other. <hr/> <p>•</p>
<p>IMPLEMENTATION & INTEGRATION</p> <p>Make sustainability a formal initiative.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Designate someone to lead on sustainability. • Engage managers and staff to identify sustainability projects. • Implement at least one project and evaluate results and lessons learned. • Identify a sustainability issue in the community and engage in philanthropy around it (time, money, or in-kind). • Other. <hr/> <p>•</p>	<p>IMPLEMENTATION & INTEGRATION</p> <p>Establish targets and plans to address your major sustainability impacts.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Create a 2-5 year sustainability plan with metrics, targets, and goals. • Initiate current year projects, review progress regularly, conduct an annual review of results and lessons learned. • Embed sustainability into all job descriptions and performance reviews. • Other. <hr/> <p>•</p>	<p>IMPLEMENTATION & INTEGRATION</p> <p>Extend responsibility for sustainability to managers and major suppliers.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> • Hold all managers accountable for sustainability performance. • Build sustainability criteria into all major purchasing RFPs and contracts. • Encourage AND audit sustainability plans from major suppliers. • Other. <hr/> <p>•</p>	<p>IMPLEMENTATION & INTEGRATION</p> <p>Fully integrate sustainability into all key organizational systems.</p> <p>REQUIREMENTS:</p> <ul style="list-style-type: none"> • Management systems (goal setting, budgeting, marketing, purchasing, finance, operating procedures, etc). • Human resource practices (job descriptions, selection criteria, performance management, compensation, etc). • Long-term organizational planning. <hr/> <p>•</p>

<p>MEASUREMENT & REPORTING</p> <p>Gather sustainability data to guide major projects.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Identify 1-5 relevant sustainability metrics and gather baseline data. ● Develop project-related sustainability metrics and track results. ● Conduct market research to evaluate customer interest in sustainability. ● Other. <hr/> <p>●</p>	<p>MEASUREMENT & REPORTING</p> <p>Track and internally report progress on sustainability goals.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Track sustainability progress based on a reputable framework. ● Produce an internal sustainability report. ● Actively educate employees on your sustainability metrics and outcomes. ● Other. <hr/> <p>●</p>	<p>MEASUREMENT & REPORTING</p> <p>Publicly report progress on sustainability goals.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Produce a public annual report using a credible framework (e.g., UN Sustainability Goals, Global Reporting Initiative, SASB). ● Show year-to-year progress toward key sustainability targets. ● Work with industry peers to implement sustainability standards. ● Other. <hr/> <p>●</p>	<p>MEASUREMENT & REPORTING</p> <p>Demonstrate net zero impact in all major areas and be restorative in at least one.</p> <p>EXAMPLES:</p> <ul style="list-style-type: none"> ● Document net zero impact using a reputable framework (e.g., Future Fit, The Natural Step). ● Identify a significant way the organization is restorative and provide data to support it. ● Actively educate industry peers about your practices for net zero impact and restorative operations. ● Other. <hr/> <p>●</p>
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