





Company Name	Symbol	2018 100 Best Rank	2017 100 Best Rank	Weighted Average	Environmental Rank	Climate Change Rank	Human Rights Rank	Employee Relations Rank	Corporate Governance Rank	Philanthropy Rank	Financial Rank
Microsoft Corporation	MSFT	1	3	18.715	12	12	9	32	6	5	63
Accenture plc	ACN	2	7	26.625	25	24	23	1	90	17	61
Owens Corning	OC	3	25	30.285	1	5	9	37	139	82	7
Intel Corp.	INTC	4	2	35.21	7	22	1	5	72	8	256
Hasbro, Inc.	HAS	5	1	39.245	2	2	1	120	95	1	91
Altria Group Inc.	MO	6	4	40.92	18	8	37	11	155	15	170
Cisco Systems, Inc.	CSCO	7	6	41.675	3	87	1	6	91	27	174
Ecolab, Inc.	ECL	8	10	47.24	10	1	51	35	111	4	243
Johnson & Johnson	JNJ	9		50.23	16	18	1	3	304	25	211
NVIDIA Corp	NVDA	10	17	53.465	34	27	51	29	180	127	1
General Mills, Inc.	GIS	11	19	56.235	44	6	1	71	11	6	346
Campbell Soup Co.	CPB	12	5	57.075	37	36	51	2	23	26	339
Lockheed Martin Corp. ¹	LMT	13	9	58.11	28	21	9	81	124	76	153
Abbott Laboratories	ABT	14	11	65.21	6	3	107	42	181	31	241
Pepsico Inc. ²	PEP	15	34	71.345	51	16	1	56	109	108	295
Hormel Foods Corp.	HRL	16	8	72.305	70	43	9	28	246	118	141
Praxair, Inc.	PX	17	31	75.145	42	4	37	23	404	20	279
Symantec Corp.	SYMC	18	35	76.695	85	82	85	10	54	28	264
DXC Technology Co	DXC	19	14	77.035	61	89	23	117	266	24	26
Clorox Co.	CLX	20	12	77.055	56	10	136	61	113	30	213
General Motors Co. ³	GM	21	84	78.33	80	30	18	70	80	134	210
Merck & Co Inc	MRK	22		80.425	21	110	9	7	207	47	389
AT&T, Inc.	T	23	24	80.875	14	9	37	151	115	37	318
Texas Instruments Inc.	TXN	24	15	82.77	27	116	51	134	96	105	47
Monsanto	MON	25		85.625	35	92	18	67	131	33	382



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CVS Health Corp	CVS	26	38	86.585	46	71	9	8	36	10	657
Bristol-Myers Squibb Co.	BMJ	27	20	86.88	26	50	51	77	199	49	337
Eaton Corporation plc	ETN	28	75	87.43	43	31	85	69	195	75	265
Kimberly-Clark Corp.	KMB	29	21	88.085	5	19	23	38	217	175	398
Becton, Dickinson And Co.	BDX	30	93	88.645	88	88	136	15	112	112	116
Mosaic Company	MOS	31	28	89.025	19	44	23	31	53	13	700
Waste Management, Inc.	WM	32	32	90.045	127	29	201	82	46	19	75
3M Co.	MMM	33	41	92.925	69	173	37	73	259	14	121
International Business Machines Corp.	IBM	34	74	93.155	33	34	9	180	119	12	386
Carnival Corp.	CCL	35	23	93.855	11	52	201	118	32	128	108
Newmont Mining Corp.	NEM	36	43	95.875	23	7	9	182	18	101	438
Biogen Inc	BIIB	37	66	96.82	30	65	51	54	16	45	609
Adobe Systems Inc.	ADBE	38	18	97.205	81	14	51	33	301	53	409
Visa Inc	V	39		99.76	115	198	107	4	29	141	79
Hess Corporation	HES	40	51	100.7	17	35	18	60	38	96	693
Air Products & Chemicals Inc.	APD	41	46	102.435	31	134	51	133	225	9	259
Exxon Mobil Corp. ⁴	XOM	42	48	103.09	124	70	107	24	116	18	391
Eli Lilly & Co	LLY	43	44	103.845	36	103	169	80	137	48	240
Medtronic Plc	MDT	44	64	104.225	109	54	107	39	167	65	328
Northrop Grumman Corp.	NOC	45	49	105.745	147	77	107	58	187	167	22
Qualcomm, Inc.	QCOM	46	73	106.335	59	122	51	17	56	23	627
State Street Corp.	STT	47	52	107.385	49	78	51	36	171	60	559
PVH Corp	PVH	48	61	108.52	60	20	51	12	460	156	348
Southwest Airlines Co	LUV	49	33	109.54	22	74	37	233	186	117	156
S&P Global Inc	SPGI	50	13	116.04	101	32	107	165	8	262	94



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HP Inc	HPQ	51	26	116.255	45	58	23	25	2	137	801
Sempra Energy	SRE	52	68	117.14	41	115	136	40	148	168	325
Johnson Controls International plc	JCI	53	16	118.055	9	11	1	63	474	80	654
PG&E Corp.	PCG	54	22	118.1	15	38	242	9	35	62	647
WEC Energy Group Inc	WEC	55	47	119.28	126	169	37	152	211	29	143
Jones Lang LaSalle Inc.	JLL	56	27	120.135	165	23	9	105	5	38	635
Xerox Corp	XRX	57	36	122.445	8	33	23	164	21	116	709
Agilent Technologies Inc.	A	58		122.9	117	154	107	104	229	103	93
Best Buy Co. Inc.	BBY	59	72	123.5	77	185	51	106	98	282	78
Coca-Cola Co. ⁵	KO	60	30	123.59	164	28	23	102	150	162	363
Goldman Sachs Group, Inc.	GS	61	59	123.755	52	146	107	14	248	11	566
Procter & Gamble Co.	PG	62	45	125.335	40	51	51	119	127	291	361
FedEx Corp	FDX	63	82	125.93	120	57	107	59	485	68	245
Baxter International Inc.	BAX	64	50	126.81	4	159	85	34	677	99	220
Verizon Communications Inc	VZ	65	67	128.125	133	238	51	19	100	81	377
VF Corp.	VFC	66		128.59	58	55	37	26	516	213	383
Cigna Corp.	CI	67	69	132.57	89	117	85	107	198	79	419
The Gap Inc.	GPS	68	57	132.715	108	73	1	18	321	114	658
Humana Inc.	HUM	69	40	133.165	47	56	201	13	75	281	441
Avalonbay Communities Inc.	AVB	70		134.355	67	183	169	84	236	39	292
Sprint Corp.	S	71		135.555	38	97	107	30	121	84	780
Nike, Inc. ⁶	NKE	72	29	139.06	90	81	169	74	331	163	257
Wells Fargo & Co. ⁷	WFC	73		141.63	48	207	169	48	3	55	607
Bank Of America Corp.	BAC	74	98	142.14	32	138	51	181	97	169	464
Weyerhaeuser Co. ⁸	WY	75	37	142.205	55	67	85	150	27	347	359



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Wyndham Worldwide Corporation	WYN	76	71	146.105	83	53	136	90	525	119	336
Conagra Brands Inc	CAG	77	99	146.375	145	170	274	64	77	100	176
Prudential Financial Inc.	PRU	78		146.385	173	161	242	53	287	16	166
JPMorgan Chase & Co. ⁹	JPM	79		150.95	248	96	136	27	169	57	453
Kellogg Co	K	80		152.125	78	59	37	176	463	154	392
Boeing Co. ¹⁰	BA	81		152.22	135	95	107	306	271	66	69
MGM Resorts International	MGM	82		153.18	66	196	169	57	576	115	168
ManpowerGroup	MAN	83	86	153.235	116	84	51	157	409	366	40
United Parcel Service, Inc.	UPS	84	70	153.37	13	17	107	236	513	106	397
Edwards Lifesciences Corp	EW	85		155.83	20	208	201	78	234	104	454
Xcel Energy, Inc.	XEL	86	58	156.965	96	160	391	88	237	35	124
Eastman Chemical Co	EMN	87		159.52	118	256	107	132	239	42	327
Albemarle Corp.	ALB	88		162.31	132	335	169	166	288	3	15
Cognizant Technology Solutions Corp.	CTSH	89		163.005	57	180	85	249	192	205	233
Apple Inc ¹¹	AAPL	90	92	163.87	24	68	391	121	315	213	146
ConocoPhillips	COP	91	85	164.335	123	69	51	87	309	176	669
Yum Brands Inc.	YUM	92	60	164.645	50	66	136	141	218	268	511
Eversource Energy	ES	93		164.89	143	26	242	188	74	261	217
Capital One Financial Corp.	COF	94	95	165.325	129	80	343	20	152	32	595
Citigroup Inc ¹²	C	95	78	165.795	219	108	51	89	10	253	527
Colgate-Palmolive Co.	CL	96	96	166.215	72	15	51	156	517	166	602
Oracle Corp.	ORCL	97		167.025	68	310	51	198	205	121	293
Hewlett Packard Enterprise Co	HPE	98		168.31	53	210	51	100	4	141	864
Cabot Corp.	CBT	99		168.375	95	259	51	86	604	199	167
Walt Disney Co.	DIS	100	39	170.3	217	190	85	167	162	92	307

100 Best Corporate Citizens

Footnotes

1. Lockheed Martin Corporation has an Amber signal since March 2017 relating to UN Global Compact Principle 2. Currently, it is accused by NGOs of providing support to a Saudi-led coalition violating international humanitarian law in Yemen. Separately, the company has an Amber signal since January 2018 relating to Global Compact Principle 2. Currently, the company supplies combat aircraft to the Israeli Defence Forces which has previously used combat aircraft during air strikes in Gaza that failed to differentiate between civilian and military targets in conflict with international humanitarian law.” -- *ISS Ethix*

Corporate response: As described in our sustainability reporting, the referenced activities represent international business conducted through foreign military sales (FMS) contracted through the U.S. government. FMS transactions are subject to federal acquisition regulations and are sales by the U.S. government to international governments. FMS transactions with international customers are subject to our Code of Ethics and Business Conduct and U.S. and foreign laws and regulations, including those related to anti-corruption, import-export control, taxation, repatriation of earnings, exchange controls and the anti-boycott provisions of the U.S. Export Administration Act. Further, during the period of referenced activities, U.S. Presidential Policy Directive-27 clearly outlined arms transfer policy and responsibilities for adhering to human rights as within the U.S. government. It fully explained the role of government versus contractor in this regard.

2. PepsiCo, Inc. has an Amber signal since January 2017 relating to UN Global Compact Principle 3. Currently, its subsidiary Pepsi-Cola International Limited, is allegedly failing to respect its workers’ freedom of association and the right to collective bargaining in Pakistan -- *ISS Ethix*

Corporate response: In September 2016, International Union of Foodworkers (IUF) alleged that PepsiCo management in our Lahore, Pakistan, snacks plant interfered with efforts by contract workers to unionize. Since then, both global and local PepsiCo leaders have engaged in productive dialogue with IUF and leaders of the local IUF-affiliated union. Although the IUF-affiliated union did not have legal representative status to engage in collective bargaining, PepsiCo still honored their

status and informally engaged them in parallel to the legally-recognized union. IUF has expressed satisfaction with our willingness to engage with the leaders of the local IUF-affiliated union, which continues to date.

PepsiCo recognizes the rights to freedom of association and collective bargaining, and we will continue our work to ensure that, while complying with local laws, our practices seek to respect recognized international human rights standards.

3. General Motors Company has an Amber signal since September 2015 relating to UN Global Compact Principle 2. Currently, through its operations in Uzbekistan, it is exposed to the risk of contributing to – and complicity in – the Uzbek cotton industry and its reported use of child labour and forced labour” -- *ISS Ethix*

Corporate response: General Motors has strong policies in place that explicitly prohibit any form of child or forced labor in our global operations as well as at our suppliers. These policies also apply to the company’s joint ventures in Uzbekistan. The company’s policies include its Code of Conduct, its Global Human Rights Policy, its Global Integrity Policy and its Supplier Code of Conduct. GM has also implemented strong processes to manage the risks of the Uzbek cotton industry, including, but not limited to, semi-annual signed and audited certifications attesting to compliance with the policies, with the most recent certification from our Uzbek powertrain joint venture signed in January 2018. GM has an Awareline operated by a third-party and encourages employees to report any potential concerns of misconduct or wrong-doing and the company has a strong Non-Retaliation Policy to protect employees raising concerns in good faith. Our Uzbek joint venture employees have access to the Awareline online and/or a local toll-free number.

4. Exxon Mobil Corporation has an Amber signal since November 2009 relating to the UN Global Compact’s environmental principles. Currently, it owns 69.6 percent of Imperial Oil Ltd, the 25-percent owner of the Syncrude Canada Limited (Syncrude) joint venture project, which allegedly is causing water pollution and impacting wildlife owing to its use of tailings ponds at its oilsands projects in Canada. Separately, the company has an Amber signal since November 2009 relating

to the Global Compact's environmental principles. Currently, its wholly owned subsidiary Exxon Neftegas Limited, has attracted criticism for its alleged failure to adopt mitigation measures to protect the biodiversity at the Sakhalin 1 joint venture operations in Russia. Separately, the company has an Amber signal since September 2016 relating to the Global Compact's environmental principles. Currently, a number of United States Attorneys General (AG) have opened probes into Exxon Mobil Corp. for allegedly misleading the public and investors about the possible risks of climate change and, according to the New York AG, possibly committing securities, business and consumer fraud. The company is no longer assessed to be exposed to the risk of being in conflict with Global Compact Principle 1 in the United States (past Amber assessment had been issued in February 2018). -- *ISS Ethix*

Corporate response: ExxonMobil conducts business in a manner that is compatible with the balanced environmental and economic needs of communities where we operate, including compliance with applicable environmental protection laws and the application of principles of environmental responsibility in those cases where such laws and regulations do not exist. ExxonMobil is committed to continuous efforts to improve environmental performance and looks to new and existing technologies to enhance its operations.

We recognize that protecting biodiversity is critical to sustaining the food, water, shelter, clean air and cultural identity that people obtain from the environment. ExxonMobil closely examines the environmental context of the areas where we operate to identify biodiversity and ecosystem services risks and appropriate protective measures.

Climate change is a global issue and requires global participation and actions. Reports that claim we reached definitive conclusions about climate change decades before the world's experts are simply not accurate and have long since been debunked.

Given the limited space to respond here, we encourage readers to go to www.exxonmobil.com to learn more and download our Corporate Citizenship Report.

5. The Coca-Cola Company has an Amber signal since June 2017 relating to UN Global Compact Principle 3. Currently, through its direct and indirect ownership of PT Coca-Cola Bottling Indonesia, it is engaging in anti-union discrimination in Indonesia, according to the global trade union federation International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations(IUF). -- *ISS Ethix*

6. NIKE, Inc. has an Amber signal since December 2017 relating to UN Global Compact Principle 1. Currently, NIKE, Inc. is alleged to have avoided taxes through the use of a tax haven in Bermuda. -- *ISS Ethix*

7. Wells Fargo & Company has an Amber signal since March 2017 relating to UN Global Compact Principle 1. Currently, the company is facing a number of human rights controversies in the United States relating to its approach to consumer and indigenous rights. -- *ISS Ethix*

Corporate response: Wells Fargo's top priority is rebuilding trust with our customers and stakeholders. We have taken a series of actions to identify and fix problems, and we continue to make critical changes to make things right for our customers and build a better bank. In the last two years, we have reached out to approximately 40 million retail and 3 million small business customers, refunded more than \$3.2 million to impacted customers, and made system and process enhancements to provide additional customer protections, and this work continues.

Wells Fargo has proudly served Native American governments and communities for over 50 years, providing services to more than 200 tribal entities in 27 states including tribal community development projects. In 2016 we enhanced our due diligence requirements in certain sectors to include more focused research into potential impacts on indigenous communities and whether they have been properly consulted about projects or activities on or near their lands, and in 2017, we developed an Indigenous Peoples Statement in consultation with tribal leaders, indigenous stakeholders and their representatives that guides our decision-making for projects where proceeds of Wells Fargo financing may potentially impact Native American, Native Alaskan or other indigenous communities.

8. Weyerhaeuser Company has an Amber signal since November 2009 relating to UN Global Compact Principle 1. Currently, it is allegedly failing to acquire the free, prior, and informed consent (FPIC) of the indigenous community Grassy Narrows First Nation to source wood from forest land, that according to the community is located on their traditional territory in Ontario, Canada. -- *ISS Ethix*

9. JPMorgan Chase & Co. has an Amber signal since January 2017 relating to UN Global Compact Principle 10. Currently, there are outstanding concerns relating to its efforts to settle

charges that it violated the Foreign Corrupt Practices Act when its wholly-owned subsidiary JPMorgan Securities(Asia Pacific) Limited provided employment opportunities as personal benefits to relatives and friends of key executives of its clients, prospective clients, and foreign government officials in 2006-2013 in order to obtain or retain business in Asia" -- *ISS Ethix*

10. The Boeing Company has an Amber signal since March 2017 relating to UN Global

Compact Principle 2. Currently, it is accused by NGOs of providing support to a Saudi-led coalition violating international humanitarian law in Yemen. -- *ISS Ethix*

11. Apple Inc. has an Amber signal since September 2017 relating to UN Global Compact Principle 1. Currently, Apple Inc., as ordered by the European Commission, is supposed to pay €13 billion in back taxes to Ireland, based on findings that Ireland had granted illegal tax benefits to Apple and allowed the company to avoid taxation on virtually all profits generated through the sales of Apple products in European markets over a long period. -- *ISS Ethix*

Corporate response: Apple invited us to publish the following statement from its public SEC filings

The Company believes the State Aid Decision to be without merit and appealed to the General Court of the Court of Justice of the European Union. Ireland has also appealed the State Aid Decision.

12. Citigroup Inc. has an Amber signal since March 2017 relating to UN Global Compact Principle 1. Currently, it is according to the NGOs Banktrack and Food & Water Watch supporting the Dakota Access Pipeline Project, a project by Dakota Access, LLC in the United States, which has failed to obtain the free, prior and informed consent (FPIC) of the Standing Rock Sioux Tribe in North Dakota. -- *ISS Ethix*

Corporate Response: Citi has remained engaged with a variety of stakeholders related to DAPL and has issued a number of public statements describing its due diligence processes, client engagement and lessons learned. Citi helped retain an independent expert to study project sponsor practices in the area of Indigenous Peoples consultation, and a summary of this study was released in May 2017. In June 2017, Citi updated its Indigenous Peoples Policy, which at the time was already consistent with industry best practice in that the requirement of Free, Prior and Informed Consent (FPIC) as embedded in

the IFC Performance Standards was applied to projects built in developing countries, while for projects built in developed countries, Citi applied national law. In June 2017, Citi's policy was updated to apply a globally consistent standard. All projects with known use of proceeds with potential impacts to Indigenous Peoples are flagged for enhanced due diligence, but when projects involve more extensive impacts, including involuntary resettlement of indigenous communities; significant impacts on land and natural resources traditionally used by the community; or significant impacts on critical cultural heritage, Citi expects project sponsors to have engaged in meaningful consultation with directly affected Indigenous Peoples, with the goal of achieving FPIC.



100 Best Methodology:

How we Determine the Winners

By the Editors

Trust and Verify

3BL Media, *CR Magazine* and the 3BL Association (formerly known as CR Association) share a common purpose in advancing corporate transparency and responsibility. Together with direct input from the CR community we've developed and manage a transparent, objective, fact-based methodology for evaluating corporate accountability and responsibility.

Research

The 100 Best Corporate Citizens list is derived from the Russell 1000 companies. All data must be publicly available in order to be included in the data set.

Our data partners use a database that tracks 260 data elements among seven data categories (outlined in the table at the right).

Data in each category fall into one of three subcategories:

• Disclosure

- ex: Does the company disclose the total amount of energy conserved through its energy conservation programs?

• Policy

- ex: Are incentives given to employees for meeting company energy conservation goals?

• Performance

- ex: What is the disclosed total water use?

Data also take one of two forms, binary or numeric:

• Binary

- "True" counts as a positive value; "False" and blank fields count as zero values.

• Numerical

- Numerical values are compared with all other companies' numerical responses answers in order to generate a ranking. Non-reporters in these numerical cases rank worse than worst numerical respondent in any group.

Data collection and analysis

All data in CR's Corporate Citizenship database are collected and analyzed by ISS Ethix, which provides environment, social, governance (ESG) data and tools for the investment and corporate markets. ISS collects companies' data from several sources.

Company web sites, sustainability reports, company 10-Ks: ISS reviews the entire company website, starting with any CSR/sustainability or similar page or section and branching out across the entire website to collect all data publicly available there. ISS further searches both the company's own site as well as other sources to find any reports the company has published to glean additional information for the database. ISS reviews companies' 10-K reports filed with the Securities and Exchange Commission (SEC) for additional publicly available information.

Other public sources: Finally, ISS regularly reviews other publicly available sources of information in collecting data for the database, including the Toxic Release Inventory, the Emergency Response Notification Systems), the EPA EnviroFacts data set. It also uses Governance Metrics International (GMI), Morningstar, the Carbon Disclosure Project (CDP), Glass, Lewis & Co and The Foundation Center.

Calculating the rankings

The calculations that ultimately build to the overall ratings start out at the most basic level, the data element. Within any subcategory, each individual data element is equally weighted. For example, all 27 data elements within the climate change disclosure category are equally weighted.

While the number of data elements within any subcategory may be different, the subcategories are equally weighted. For example, there are 22 data elements in the Climate Change disclosure subcategory, 25 data elements in the Climate Change policy subcategory and 3 data elements in the Climate Change performance subcategory, but each subcategory is equally weighted at

33.3%, or a third of the total of three subcategories. For categories in which there are no subcategories, all data elements are equally weighted.

Once ISS has calculated the underlying score for each category, they rank order the full Russell 1000 within that category, with 1 being the best rank. When all categories are ranked, ISS applies the category weightings to generate an overall weighted average ranking for each company, again with the lower ranking being the better score.

Loose ends

Tie gaps: A "tie-gap" happens when several companies are tied for the same score, creating a gap between that score and the next closest score. As in the In the Olympics, for example, when two competitors tie for the top score, each gets a gold medal, and the next-highest score earns a bronze medal. The silver medal is sacrificed for the "tie-gap."

CATEGORY	SUBCATEGORY	# OF ELEMENTS	WEIGHT (% OF TOTAL)
Climate change		50	16.5
	Climate change disclosure	22	
	Climate change policy	25	
	Climate change performance	3	
Employee relations		61	19.5
	Diversity disclosure	11	
	Diversity performance	5	
	Employee benefits disclosure	45	
Environmental		85	19.5
	Environmental disclosure	40	
	Environmental policy disclosure	39	
	Environmental performance	6	
Financial		11	9.0
	Performance	11	
Governance		15	7.0
	Performance	15	
Human rights		22	16.0
	Disclosure	22	
Philanthropy and Community Support		16	12.5
	Disclosure	15	
	Giving	1	
TOTAL		260	100

Within our ranking, for example, if 26 companies tie for the #1 rank, the company/companies in that category that earned a #2 rank would actually be placed at #27, the next “available” ranking after the gap.

Additional screenings Our top 120 companies are screened once again for corporate involvement in verified or alleged failures to respect the international principles recognized under the United Nations’ (UN) Global Compact.

ISS Ethix (a subsidiary of ISS) utilizes Norms Based Research and collects data on over 15,000 publicly listed companies, covering the constituents of major global indices (large, mid and small cap) on an ongoing basis. This research assists investors make decisions regarding companies’ adherence to global norms, as measured by the UN Global Compact (UNGC) on environmental protection, human rights, labor standards and anti-corruption. Analysts within the ISS Ethix team review and evaluate allegations concerning companies’ failure to abide by global norms as set out in the relevant international initiatives and guidelines. The analysis results are categorised and presented according to ISS Ethix’s traffic-light system and 10-1 rating scores (see below).

The research methodology employed has six primary functions which can be viewed as steps but do not necessarily follow the order listed below (due to the qualitative nature of the methodology):

1. To determine if the allegations fall within the normative scope of Norm Based Research;
2. To confirm that the allegations concern a severe, systematic or systemic failure to respect international norms;
3. To determine whether the company’s association with the controversy can be established through authoritative sources;
4. If the above functions can be determined, to establish if the allegations concern an ongoing failure to respect international norms or guidelines;
5. If the allegations are ongoing, to review and ensure that the information provided by the source of allegations is credible: a. Either by reviewing whether the allegations have been verified by an authoritative source; b. Alternatively if verification cannot be established, to evaluate the credibility of the source of the allegations

ASSESSMENT SIGNAL	SCORE	DESCRIPTION OF ASSESSMENT REPORT CATEGORIES
● (Red)	10	Verified failure to respect established norms
● (Amber)	9	Imminent failure to respect established norms
	8	Alleged failure to respect established norms
	7	Verified failure to respect established norms, undergoing remediation
	6	Fragmentary information
● (Green)	5	Undergoing observation
	4	Undergoing remediation
	3	Involvement beyond scope
	2	Past involvement
	1	(No allegation)

itself;

6. If the source is determined to be credible or verification of a company failure to respect international norms, to determine whether the company is taking or has taken measures to address its involvement in the controversy.

Since the signals are based on the UNGC, they represent a global view on corporate best practice. Our screening values transparency and active engagement to resolve issues of concern. Companies that receive a Red signal are removed from our list, while Amber companies remain on the list with an asterisk. A footnotes describe the details and companies that were flagged are invited to submit a response.