

Note: Select up to 5 optional standard metrics.

Standard Metrics are contained in the Proof™ Standard Metrics Library and are available to all users. Mandatory metrics must be included in data collection for this survey. Optional metrics may be selected if desired.

MANDATORY (10)

<p>✓</p> <p>DATA CONVERGENCE IRIS+ SASB SDGs</p> <p>Environment</p> <p>SCOPE 1 EMISSION INTENSITY</p> <p>Greenhouse gases emitted directly from sources owned or controlled by the organization per million in revenue.</p>	<p>✓</p> <p>DATA CONVERGENCE IRIS+ SDGs SFDR</p> <p>Environment</p> <p>SCOPE 2 EMISSION INTENSITY</p> <p>Greenhouse gases emitted indirectly by the organization from the generation of purchased energy per million in revenue.</p>	<p>✓</p> <p>DATA CONVERGENCE SDGs SFDR</p> <p>Environment</p> <p>SCOPE 3 EMISSION INTENSITY</p> <p>Greenhouse gases emitted indirectly as result of activities in the organization's value chain per million in revenue.</p>
<p>✓</p> <p>DATA CONVERGENCE IRIS+ SDGs</p> <p>Environment</p> <p>PERCENT RENEWABLE ENERGY CONSUMED</p> <p>→ GLOBAL BENCHMARK AVAILABLE</p> <p>Percent total energy consumed that came from renewable sources.</p>	<p>✓</p> <p>2X CHALLENGE IRIS+ SASB SDGs</p> <p>Social</p> <p>PERCENT FEMALE EMPLOYEES</p> <p>→ GLOBAL BENCHMARK AVAILABLE</p> <p>Percentage of unique, female individuals employed by the organization.</p>	<p>✓</p> <p>IRIS+ SASB SDGs</p> <p>Social</p> <p>PERCENT FEMALE MANAGERS</p> <p>→ GLOBAL BENCHMARK AVAILABLE</p> <p>Percentage of unique, female individuals holding managerial positions.</p>
<p>✓</p> <p>2X CHALLENGE DATA CONVERGENCE IRIS+</p> <p>Social</p> <p>PERCENT FEMALE BOARD MEMBERS</p> <p>→ GLOBAL BENCHMARK AVAILABLE</p> <p>Percentage of unique, female individuals holding Board of Directors positions.</p>	<p>✓</p> <p>IRIS+ SDGs SFDR</p> <p>Social</p> <p>GENDER WAGE EQUITY RATIO</p> <p>→ GLOBAL BENCHMARK AVAILABLE</p> <p>Ratio of the average wage paid to female employees of the organization compared to male employees.</p>	<p>✓</p> <p>DATA CONVERGENCE IRIS+ SASB</p> <p>Social</p> <p>EMPLOYEE TURNOVER RATE</p> <p>→ GLOBAL BENCHMARK AVAILABLE</p> <p>Percentage of employees who voluntarily or involuntarily left the organization.</p>
<p>✓</p> <p>DATA CONVERGENCE IRIS+</p> <p>Social</p> <p>NET NEW HIRES</p> <p>New hires joining the organization less attrition (voluntary and involuntary).</p>		

OPTIONAL (SELECT UP TO 5)

<p>IRIS+ SASB SFDR</p> <p>Environment</p> <p>WATER CONSUMPTION INTENSITY</p> <p>Volume of water used for the organization's operations per million in revenue.</p>	<p>IRIS+ SASB</p> <p>Environment</p> <p>WASTE PRODUCTION INTENSITY</p> <p>Amount of waste produced by the organization's operations per million in revenue.</p>	<p>IRIS+ SASB</p> <p>Environment</p> <p>TOTAL ENERGY CONSUMPTION INTENSITY</p> <p>Total amount of energy directly consumed per in revenue.</p>
<p>DATA CONVERGENCE IRIS+ SASB SFDR</p> <p>Social</p> <p>WORK-RELATED INCIDENT RATE</p> <p>→ GLOBAL BENCHMARK AVAILABLE</p> <p>Number of work-related injuries & illnesses arising from exposure to hazards at work per 100 full-time equivalent workers.</p>	<p>DATA CONVERGENCE IRIS+</p> <p>Social</p> <p>PERCENT HISTORICALLY MARGINALIZED EMPLOYEES</p> <p>Percent of employees at the org who belong to groups historically marginalized on basis of race and/or ethnicity.</p>	