esgbook

ESG Scores V2.6.2

User Guide

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Introduction

The Environment, Social, and Governance (ESG) scores provide financial investors with a set of sustainability scores at the entity level. More specifically, the ESG score and ESG sub-scores provide a sector-specific analysis of public companies' performance on financially material sustainability issues spanning the Environment, Social, and Governance domains. Accordingly, these scores can be utilised as a tool to identify companies that are more likely to outperform over the long run.

To understand the potential for long-term performance, the ESG Book methodology considers the principle of financial materiality. That is, when computing the ESG scores of a company, the algorithm will only use information that significantly helps explain future risk-adjusted performance. More specifically, materiality is applied by more heavily weighting sustainability topics which have a stronger correlation with risk-adjusted performance. Since the financial materiality of different sustainability topics can vary through time, the weights are rebalanced on a rolling quarterly basis.

Importantly, the ESG score and associated sub-scores can be broken down into 22 granular Features scores or sustainability topics which allow users to understand, at a granular level, which sustainability topics are driving the high-level ESG scores from an absolute perspective.[1]

Table 1. Meta data information concerning the ESG scores v2.6.2.

Meta Data	Information
Update Frequency	Daily
Data	>250 Metrics
Geographic coverage	Global
Time period	2003-present
Data Set(s) Format(s)	.csv, .txt, etc.
Raw or scraped data	All report-based data is collected from CSR company reports which are then aggregated through our methodology to create the ESG scores
Number of companies covered	>9,000
Standard entity identifiers	Ticker, FIGI, ISIN, SEDOL
Available Delivery Channels	SFTP, API, AWS S3 transfer, AWS Data Exchange, Snowflake, Google Analytics Hub

[1] Please see the Features scores User Guide for more information.

Methodology

In this document, we describe the methodology used to construct the ESG scores through a three-layer process (Figure 1).

1. **Input layer** – Collect and clean a wide variety of sustainability-related data.
2. **Feature layer** – Aggregate inputs along well-defined topics
3. **Score layer** – Combine Features into easy-to-use ESG Book scores.
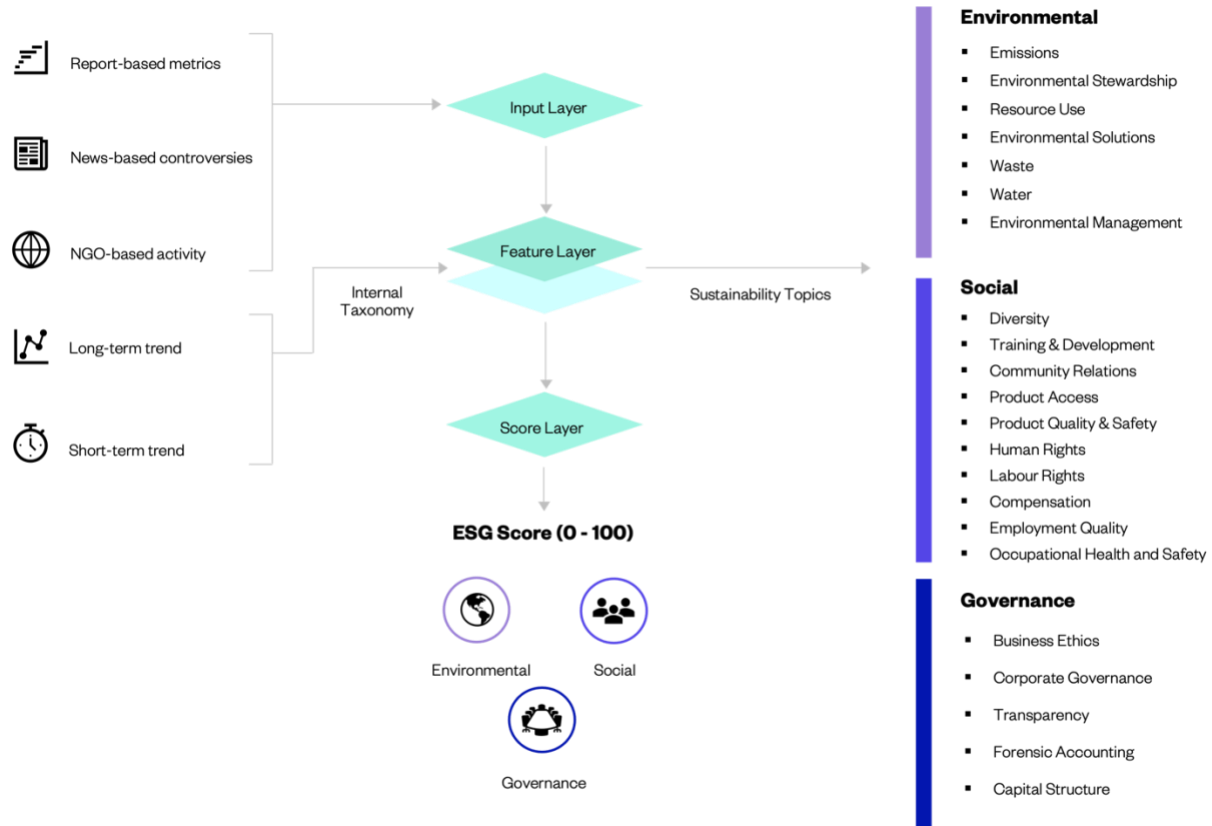

Figure 1. ESG scores methodology diagram.

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Layer 1 - Input layer

The input layer can be broken down into three distinct stages: (1) gathering data, (2) cleaning data, and (3) organizing data. Each of these steps will be addressed in detail in the following section.

Gathering data

During the first stage, ESG Book collects a wide range of data from three types of sources:

1. *Report-based metrics* – To obtain an initial understanding of a company's sustainability performance, ESG Book collects over 250 reported metrics from non-financial disclosures (e.g., sustainability reports, integrated reports, CSR reports, proxy papers, and 10k reports)
2. *News-based controversies* – Following typical reporting cycles, report-based metrics are only updated on an annual basis. To get a more up-to-date analysis of sustainability performance, ESG Book uses natural language processing (NLP) to scan over 30,000 public news sources published in over 170 countries daily for sustainability-related controversies.[2]
3. *NGO-based campaign activity* - Alongside the news-based controversies, ESG Book also tracks NGO campaign activity across over 400 sustainability issues. NGO campaigns can be positive or negative in nature.

Cleaning data

Gathered data are collected daily and cleaned to allow for further operations. For example, all inputs are subjected to a set of data quality checks (e.g., false outlier detection), and poor-quality data gets discarded. In addition, inputs are scaled and/or normalized to allow for comparison and aggregation of data across various sources.[3] Sparse or infrequent time series are imputed and resampled to accommodate daily calculations. Additional checks also take place to ensure that data is up-to-date.

Organising data

The cleaned inputs are further organised and labelled according to an internal taxonomy which prepares the data for further calculations in the Feature and score layers. Two questions are asked for every available input:

- What is the <u>focus</u> of the input?
  - *Preparation* - Metrics with a preparation focus reflect data points that describe a company's intentions. For example, the existence of an emissions reduction policy demonstrates that the company intends to implement certain initiatives relating to emissions.
  - *Outcome* – Preparation metrics do not provide any information as to whether a company has been effective at implementing policies. To combat this, we also include metrics with an outcome focus reflecting data points that measure or quantify a company's actual performance concerning a given topic, e.g., the quantity of greenhouse gas emissions emitted.
  - *News* - For example, controversies regarding the redistribution of private customer information
  - *NGO campaigns* - For example, campaigns focused on plastic pollution of the marine environment)

- What is the <u>topic</u> of the input (e.g., employee diversity, energy use, board independence)?
  - We have defined a list of 22 sustainability-related topics from the set of inputs which directly correspond to the Features in the Feature layer.

A comprehensive list of report-based input examples is provided under Appendix A.

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[2] Note, ESG Book currently only considers negative news (i.e., controversies) in the ESG score methodology.
[3] Metrics are normalised via two predominant methods. The first, utilises a percentile rank across the regional group and universe, respectively. The second, utilises a combination of z-score and cumulative distribution function normalisation.

Layer 2 - Feature layer

A major challenge with data from the input layer is that significant correlation and overlap can be found between inputs.[4] The Feature layer is introduced to further structure the input data along 22 well-defined sustainability topics (Table 2) using (semi-supervised) dimensionality reduction techniques.[5] Measures have also been taken to ensure that there is no single or dominant reliance on any one data provider. For every topic, we first construct two types of Feature sub-scores reflecting the frequency of data input: a Feature long-term trend and a Feature short-term correction. These sub-scores are calculated separately for the annual report-based data and the higher frequency data based on news controversies and NGO campaigns. These two scores are then aggregated into a final Feature score.

Table 2. List of 22 sustainability Feature topics.

Feature	Description
Environmental	
Emissions	This sustainability topic measures the contribution of business activities to the emission of greenhouse gases and other air pollutants. Inputs into this feature include emissions data as well as reduction initiatives, objectives, policies, and monitoring.
Environmental Stewardship	This feature measures the impact of business activities on biodiversity and animal welfare. Inputs into this feature include the use and regulation of animal products/testing alongside biodiversity impact initiatives and targets such as Forest Stewardship.
Resource Use	This topic measures the efficient use of energy and other natural resources including land and materials. Inputs into this feature include energy use/efficiency and land use reduction initiatives, recycling, toxic chemicals reduction and resource efficiency policies.
Environmental Solutions	This quantifies the environmental impact of products and services and the contribution toward sustainable consumerism. Inputs into this feature include the development of hybrid vehicles, smart water solutions and sustainable building products.
Waste	This evaluates the generation of waste and other hazardous outputs as part of business activities. Inputs include hazardous and general waste

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[4] For example, ESG Book ingests raw data on board membership from two different independent sources.
[5] Typical dimensionality reduction techniques (e.g., principal component analysis or PCA) are labelled as unsupervised machine learning techniques. Rather than applying these techniques unconditionally, the ESG Book algorithm requires human oversight to avoid spurious data aggregations.

generation, and reduction policies, recycling practices, and oil spill disclosure.

Water	This sustainability topic assesses the efficient and responsible use of water throughout company operations. Inputs include water pollution, recycling initiatives, and water withdrawal.
Environmental Management	This feature measures the mechanisms and policies employed to manage the overall environmental performance of the business. Inputs include environmental lawsuits, investments into resource efficiency, and environmental impact reduction.

Social

Diversity	This quantifies the representation of equal opportunities for women and minorities in the workforce and on the board. Inputs include board and employee diversity, discrimination lawsuits, and commitment to supplier diversity.
Occupational Health and Safety	This evaluates workplace-related health and safety performance. Inputs include the disclosure of accident rates and workplace injuries, employee health and safety training and certification, policies/procedures, and targets.
Training and Development	This feature assesses the opportunities and programmes in place to enable and support learning across employees and the supply chain. Inputs include employee training hours, costs, and policies as well as monitoring and targeting.
Product Access	This topic measures access to products and/or services for disadvantaged communities. Inputs to this topic relate to access to finance, medicine, education, food and affordable housing programmes.
Community Relations	This sustainability topic measures the level of community involvement and public trust. Inputs include customer satisfaction and community relations policies, targets and monitoring, and disclosure of employee volunteering hours.
Product Quality and Safety	This feature quantifies the quality and safety of products and services and level of customer satisfaction. Inputs utilised relate to lawsuits, policies, targets, and monitoring relating to product quality management.
Human Rights	This topic evaluates adherence to and promotion of human rights throughout all business activities, including the supply chain. Inputs include suppliers' human rights consideration, employee human rights training and policy as well as targets and monitoring of these.

Labour Rights	This sustainability topic measures compliance with internationally recognized labour standards, both in-house and across the supply chain. Inputs relate to the Freedom of Association, Supplier Code Audit and child labour, forced labour and labour rights policies.
Compensation	This feature assesses the fair and equal compensation of staff and board members. Inputs include the disclosure of average salaries and benefits, board member compensation, and pension funding.
Employment Quality	This sustainability topic quantifies working conditions and employee satisfaction. Inputs relate to employee turnover, work-life balance policy, and worktime flexibility.

Governance

Business Ethics	This feature assesses fair business practices such as corruption, political contributions, and anti-trust. Inputs include lawsuits relating to these issues and policies in place to monitor and reduce their impact.
Corporate Governance	This sustainability topic assesses the procedures and mechanisms in place that ensure proper long-term control and management of the corporation. Inputs relate to policies and targets surrounding governance issues like shareholder rights, and insider trading.
Transparency	This topic measures the level of transparency and disclosure of critical information about the business. Inputs relate to disclosures relating to accounting policy, financial transparency, articles of association, and reporting standards.
Forensic Accounting	This feature reflects a company's overall earnings quality and the degree to which their reported earnings properly represent the company's financial health. Those companies with poor earnings quality are at more risk of disappointing in their reported earnings results. This is a good proxy for financial governance and a company's ability to secure future investments.
Capital Structure	This topic depends on how high a company's leverage ratio is compared to other companies in its sector. High leverage increases short-term pressure on companies, making it more difficult to focus on long-term objectives. This is contrary to the long-term perspective which is often necessary for firms to focus on sustainability issues

Long-term trend

To get an aggregate view of a company's long-term performance trend per topic, we pull together all available report-based metrics from the input layer. The different metrics are then aggregated based on several considerations, including focus and dimensionality.[6]

The report-based Feature score also considers possible asymmetries between outcome- and preparation-based performance. For example, when a company does well in terms of preparation but is lagging when looking at the actual outcomes, the outcome-based score will be dominant when constructing the total score.

> **Example: Occupational Health and Safety**
>
> We find 15 different report-based metrics related to occupational health and safety in the input layer. Separately, the 6 outcome-based and 9 preparation-based inputs get aggregated, also considering guidelines from the International Labour Organization (ILO) and dimensionality or correlation.

Note, not every Feature follows the same formula for aggregating input metrics. Firstly, the aggregation relies on human inputs like the mapping and focus established in the taxonomy, and the expertise gathered from NGOs and academics.

Short-term correction

Because the report-based long-term trend is relatively slow to change – since companies typically report on an annual basis – ESG Book also constructs a more frequent short-term signal based on news controversies and NGO campaigns. Looking back one year on a daily basis for each topic, ESG Book first aggregates news-based controversies using a proprietary present news value (PNV), which is a function of an article's controversy level, how long ago it occurred, and the impact of the source (i.e., some news sources are more reputable than others). Additionally, ESG Book considers relevant NGO campaign activities from the past year, which supplements the news-based signal. [7]

> **Example: Community Relations**
>
> In the past year, three different (and unique) news stories for a company related to community relations are found, in addition to 1 (negative) NGO campaign. To aggregate the three stories, ESG Book combines their respective present news values, which depend on its level of controversy, how long ago it was published, and the influential nature of the source. The resulting community relations PNV, which is updated daily, is transformed into a news-based controversy correction (%) for every company. Additionally, a further correction is added based on the negative NGO campaign.

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[6] For example, two highly similar and correlated inputs may be combined into one principal component.
[7] Note, that NGO campaign activity can be both negative (critique) or positive (appraisal) in nature.

Final Feature scores

To find the final Feature scores, each of the 22 long-term trend scores (0-100) are multiplied with the matching short-term correction (in %) which is a combination of the news-based controversies and NGO campaign activity.

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Example: Business Ethics

In the first step, the 18 report-based inputs are aggregated into the long-term trend score (e.g., 65). Next, all business ethics-related news controversies and NGO campaigns over the past year are combined into a short-term correction (e.g., – 10%). The final business ethics Feature score for the day is found by multiplying the long-term trend score with the controversy correction (i.e., 65 x (100-10)% = 58.5).

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For every company, the total Features scores represent a good approximation of sustainability performance across a range of 22 complementary sustainability topics, drawing from a variety of data types and inputs. The Featured scores can now be used as the starting point to further calculate a variety of scores, which highlight different aspects of corporate sustainability performance.

Step 3: Score layer

Recall that the ESG score is all about identifying companies that are better positioned to outperform over the long term. To understand the potential for long-term performance, the ESG Book methodology considers the principle of financial materiality.[8] That is, when computing the ESG score of a company, the algorithm will only use information that significantly helps explain future risk-adjusted performance. Materiality is applied by more heavily weighting Features with higher materiality, and weights are rebalanced on a rolling quarterly basis.

Each quarter for every company, materiality is assessed on a sector and industry level, using both equal- and market-cap-weighted monthly index returns over a period of the past 1, 3, and 5 years. This results in 12 different portfolio index returns for each company. For each portfolio, the materiality is then calculated through a two-step process.

1. **Step 1: Static materiality -** During the first step, ESG Book's model assigns a baseline materiality to each Feature in each portfolio. The baseline values assigned to each Feature are based on third-party research and industry reports that have looked at the materiality question. These theoretical frameworks are a valuable input to obtain a first understanding of which categories are material in understanding a company's ability to outperform in the long run.
2. **Step 2: Dynamic materiality adjustments -** Importantly, materiality is not necessarily static and can change through time. For example, we have seen an increase in the importance of social topics in ESG

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[8] We refer to the materiality definition by the U.S. Supreme Court, which states that information is material when "there is a substantial likelihood that the disclosure of the omitted fact would have been viewed by the reasonable investor as having significantly altered the 'total mix' of information made available." Source: TSC Indus. v. Northway, Inc., 426 U.S. 438, 449 (1976).

through the COVID pandemic, specifically workforce and community issues. Consequently, in the second step, the ESG Book model considers what the market deems to be material or how much of the variation in returns can be explained by each of the Features. This is achieved by first applying a multi-factor asset-pricing model to obtain residuals (i.e., the unexplained part of the variation in returns), followed by a recursive feature elimination procedure with cross-validation to identify those Features that can explain a significant part of the variation in residuals from the multi-factor regression. Features which are found to be material during this process are assigned more weight. This calculation is rerun on a rolling quarterly basis.

The static materiality score from Step 1 is then added to the dynamic materiality score from Step 2 and normalised to obtain a total Feature weight.

Total score
The total ESG score is calculated as a weighted sum of the Features scores using materiality-based weights. The E, S and G pillar sub-scores are calculated by considering only the Features within each of these themes.

The three pillar scores and the total ESG score are scaled between 0 and 100 with higher scores indicating better performance. The ESG score is calibrated using the principle of financial materiality and can be used to help compare companies on their ability to outperform on a risk-adjusted basis over the long run. For investors, the ESG score can be instrumental to help identify investment upside, as a complement to the GC score in protecting downside.

Coverage

The ESG scores dataset coverage currently stands at circa 11,000 publicly listed entities. As more companies begin and continue to disclose their ESG data, the coverage will grow. For more detailed coverage statistics broken down by region, sector and index please see the following coverage report.

Whether a company is covered by the ESG scores dataset is determined by a set of minimum data requirements. That is, the only requirement to be in the ESG scores universe is that a company must disclose a sufficient amount of sustainability metrics.

Delivery

The ESG scores dataset can be delivered via the following channels:

1. **Direct data feed** – The ESG scores dataset can be distributed to a client's systems via direct data feed to the following endpoints:
    a.   SFTP – direct delivery to a client's SFTP server or an accessible folder on ESG Book's SFTP.
    b.   Cloud storage bucket – direct delivery into a client's AWS S3 or GCS storage bucket.
2. **Cloud Service Marketplaces** – The ESG scores dataset can be accessed via AWS Data Exchange, Snowflake Data Marketplace, and Google Analytics Hub.
3. **API** – The ESG scores dataset is accessible via the API functions of Snowflake and AWS.

Please refer to the Delivery User Guide for a more detailed understanding of these delivery mechanisms and the set-up requirements.

Symbology

The below table provides full descriptions of the schemas received with the ESG score dataset. For more detailed definitions and schema information please see the ESG score data dictionary.

Table 3. Symbology table for ESG scores dataset.

Field Name	Description	Type	Example
Date	Date of calculation.	date	2021-01-01
Company Name	Name of the company's primary equity security.	text	Apple Inc.
Exchange Ticker	Exchange ticker of the company's primary equity security.	text	AAPL
Exchange ISO	Exchange ISO where the company is listed.	text	NAS
Exchange MIC	Exchange MIC where the company is listed.	text	XNAS
Domicile Region	The region where the company is primarily operating.	text	North America
Domicile Country	Country name where the company is primarily operating.	text	United States
Economic Sector	Economic sector classification (FactSet definition).	text	Electronic Technology
Industry	Industry classification (FactSet definition).	text	Telecommunications Equipment
ESG Score	ESG total score (0-100; higher is better).	float8	41.29
ESG Environment Sub-Score	Environment sub-score (0-100; part of ESG total score; higher is better).	float8	36.5
ESG Social Sub-Score	Social sub-score (0-100; part of ESG total score; higher is better).	float8	50.01
ESG Governance Sub-Score	Governance sub-score (0-100; part of ESG total score; higher is better).	float8	36.65

FAQs

What is the ESG score?

The ESG score identifies sustainable companies that are better positioned to outperform over the long term. To understand the potential for long-term performance, the ESG score methodology considers the principle of financial materiality. That is, when computing the ESG score of a company, the algorithm will only use information that significantly helps explain future risk-adjusted performance.

Materiality is applied by over-weighting features with higher materiality and rebalancing these weights on a rolling quarterly basis.

What is the difference between the ESG and GC scores?

While the GC score builds from a normative framework to approximate reputational risk, the ESG score identifies companies that are better positioned to outperform over the long term. To understand the potential for long-term performance, the ESG Book methodology considers the principle of financial materiality. That is, when computing the ESG Score of a company, the algorithm will only use information that significantly helps explain future risk-adjusted performance. Materiality is applied by more heavily weighting features with higher materiality, and weights are rebalanced on a rolling quarterly basis.

Together, the GC score and ESG score provide a powerful and holistic understanding of a company's sustainability profile.

Note, this also means that a company's Environment sub-scores of the GC and ESG scores will not be identical. The ESG Environment sub-score considers the financial materiality of Features (i.e., when computing the ESG Environment sub-score of a company, the algorithm will only consider that information that significantly helps explain future risk-adjusted performance). The GC Environment sub-score does not consider financial materiality, but rather looks at how companies treat their environment from a normative perspective.

Should I give more consideration to the ESG or the GC score?

Both scores provide different perspectives on a company's sustainability perspective, and the score that is to be considered more important depends entirely on the user's preference and view. While the GC Score aims to approximate reputational risk, the ESG Score is all about identifying companies that are better positioned to outperform over the long term.

What is the range of the ESG score and how can it be interpreted?

The ESG score range is between 0-100. In general, we consider ~50 to be the neutral centre, i.e., anything above 50 is performing relatively well, whilst anything below 50 is performing relatively poorly and has room for improvement. One common method clients use to determine relative performance is to calculate the percentile rank of companies in each sector. This method allows you to determine how well a company performs relative to its sector grouping.

Can a company have a low GC score and a high ESG score or vice versa?
Although the two scores are correlated, companies may have significantly different values for their GC and ESG scores. When companies perform well on financially immaterial topics, they will increase their GC score to a larger extent than they will increase their ESG score. Similarly, performing poorly on immaterial topics will negatively affect their ESG score less than it will negatively affect their GC score.

How often are the scores updated?
ESG Book's ESG scores are calculated daily. This does not, however, mean that a company's score will change every day, but that when new data is available, it is incorporated immediately.

How does ESG Book account for gaps or inconsistencies in the data underlying the ESG score?
If there is insufficient data, then a company is not scored. To account for gaps and inconsistencies:

- The data is cleaned daily.
- All inputs are subjected to a set of data quality checks (i.e., false outlier detection), and poor-quality data gets discarded.
- Sparse or infrequent time series are imputed and re-sampled to accommodate daily calculations.

How does ESG Book ensure input data quality for the ESG score?
ESG Book has been developed with data quality as one of its most important objectives. To achieve this, ESG Book has built a proprietary data technology which helps overcome data integrity issues when combining different sustainability data sources. The combination of raw analyst data across multiple rating providers also helps avoid over-reliance on any one individual human judgement. The automatic calculation of news signals in the ESG score further augments analyst views and is designed to avoid double counting.

If a company is not covered, can you request for the company to be added to the universe?
For requests to cover a company, please get in touch with our team via support@esgbook.com.

How can clients seek support?
Our Product Office is a dynamic team that will ensure they get back to any product-related requests within 24 hours. For requests involving questions or analysis, the typical turnaround period is 2-3 days.

To access support please get in touch with our team via support@esgbook.com.

Appendix A: Example of report-based inputs

Table 4. Examples of report-based inputs, their topic and focus.

Name	Topic/Feature	Focus
Anti-Corruption Policy	Business ethics	Preparation
Employee Anti-Corruption Training	Business ethics	Preparation
Whistle-Blowing Procedures	Business ethics	Preparation
Anti-Corruption Audits	Business ethics	Preparation
Leverage	Capital structure	Outcome
Corporate Responsibility Awards	Community relations	Outcome
Crisis Management Systems	Community relations	Outcome
Employee Volunteering Disclosure	Community relations	Outcome
Community Involvement Policy	Community relations	Preparation
Compensation Committee	Compensation	Outcome
Long Term Objectives	Compensation	Outcome
Sustainability Compensation Incentives	Compensation	Outcome
Equity Compensation Plan	Compensation	Outcome
Senior Executives' Code of Ethics	Corporate governance	Preparation
Audit Committee Independence	Corporate governance	Outcome
CEO Chairman/Board Separation	Corporate governance	Outcome
Board Diversity Policy	Corporate governance	Preparation
% Women Managers	Diversity	Outcome
Diversity and Opportunities Policy	Diversity	Preparation
The proportion of Women on the Board	Diversity	Outcome
Supplier Diversity Programs	Diversity	Preparation
Staff Transport Impact Reduction Initiatives	Emissions	Outcome
Greenhouse Gas Emissions Disclosure	Emissions	Outcome
Emissions Trading	Emissions	Outcome
Emissions Reduction Targets	Emissions	Preparation
Day Care Services	Employment quality	Outcome
Flexible Working Schemes	Employment quality	Outcome
Employee Satisfaction Measurement	Employment quality	Outcome
Work-Life Balance Policy	Employment quality	Preparation
% ISO 14000 or EMS Certified	Environmental management	Outcome
Environmental Partnerships	Environmental management	Outcome
Environmental Grievance Mechanisms	Environmental management	Preparation
Environmental Expenditures	Environmental management	Outcome
Hybrid Technology	Environmental solutions	Outcome
Eco-Design Products	Environmental solutions	Outcome
Clean Technology	Environmental solutions	Outcome
Sustainable Building Products	Environmental solutions	Outcome
% Labelled Wood	Environmental stewardship	Outcome
Biodiversity Impact Reduction	Environmental stewardship	Outcome
Animal Testing	Environmental stewardship	Outcome
Environmental Restoration Initiatives	Environmental stewardship	Outcome
Forensic Accounting - Overall Earnings Quality	Forensic accounting	Outcome
Human Rights Policy	Human rights	Preparation
Supports UDHR	Human rights	Preparation
Monitoring Suppliers' Human Rights	Human rights	Outcome
Employee Human Rights Training	Human rights	Preparation
Labour Rights Policy	Labour rights	Preparation
Trade Union Representation	Labour rights	Outcome
Abides by ILO Core Labour standards	Labour rights	Preparation
Supplier Code of Conduct	Labour rights	Preparation
Lost Working Days	Occupational health and safety	Outcome
HIV-AIDS Program	Occupational health and safety	Preparation
Health and Safety Certifications	Occupational health and safety	Preparation
Safety Training	Occupational health and safety	Preparation
Health Care Access Programs	Product access	Outcome

Low Price Product Access	Product access	Outcome
Affordable Housing Access Programs	Product access	Outcome
Food Access Programs	Product access	Outcome
FDA Warning Letters	Product quality and safety	Outcome
Customer Data Privacy Policy	Product quality and safety	Preparation
Product Responsibility Policy	Product quality and safety	Preparation
Customer Satisfaction Measurement	Product quality and safety	Outcome
Renewable Energy Targets	Resource use	Outcome
Green Buildings	Resource use	Outcome
Toxic Substances Reduction Initiatives	Resource use	Outcome
Environmental Management Team	Resource use	Preparation
Internal Promotion	Training and development	Outcome
Supplier ESG Training	Training and development	Outcome
Career Development Policy	Training and development	Preparation
Average # Training Hours	Training and development	Outcome
Board Remuneration Disclosure	Transparency	Outcome
CSR Committee	Transparency	Preparation
Executive Incentive Plan Disclosure	Transparency	Outcome
Stakeholder Engagement	Transparency	Outcome
Oil Spill Disclosure	Waste	Outcome
Waste Recycling Ratio	Waste	Outcome
Waste Programs	Waste	Preparation
Numerical Waste-Related Data Disclosure	Waste	Outcome
Water Strategy	Water	Preparation
Water Recycling/Reuse Disclosure	Water	Outcome
Numerical Water-Related Data Disclosure	Water	Outcome
Total Water Use	Water	Outcome

Disclaimer

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