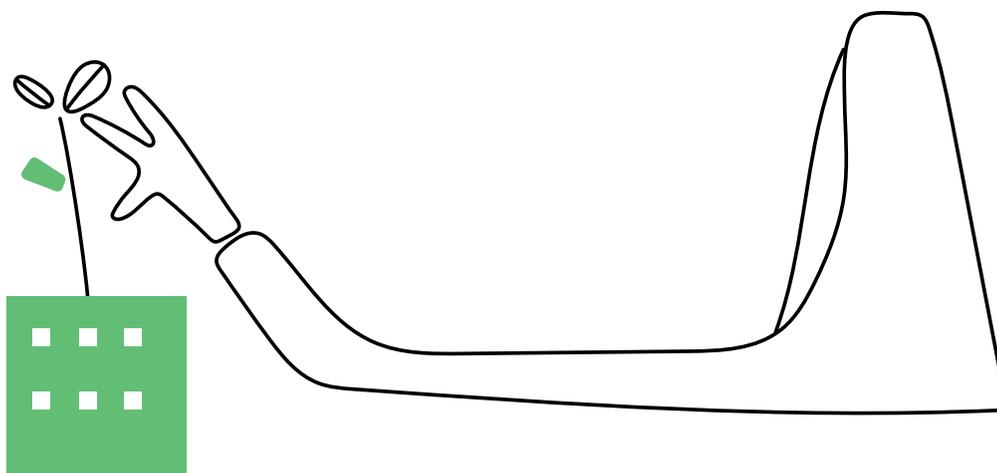


The SLP Sustainability Cube

Combining years of research and industrial experience, Sustain Labs Paris has identified six sides to the sustainability cube.

- Resource efficiency
- Social Entrepreneurship
- Financial Management
- Employee Well-being
- Clean Revenue
- Inclusive Supply Chain



Scoring

Diving deeper into these sides, we also drew 31 aspects and their **Key Performance Indicators (KPIs)** that would serve us examine, assess and rank all companies.

Each KPI carries 10 points each with equal weightage.

The 31 Aspects in the SLP sustainability cube checks for performances related to waste thrice, fatalities and grave incidents detrimental to employee well-being four times; diversity thrice; ethics and legal compliances twice; such that it naturally embeds more weightage to these specific issues within the framework.

If there is no information available for a KPI then a penalty score of -2.5 is attributed to the specific KPI

If the KPI is not applicable to a specific sector then the specific KPI is marked as 'not applicable' for all companies within that sector.

The Formula

$$\text{Score} = \frac{\text{Sum of total points}}{\text{Total of applicable KPIs}}$$

Key Performance Indicators



Energy Productivity

Economic output that is derived from each unit of energy consumed.



Water Productivity

Economic gain from the use of a unit of water consumed.



Waste Productivity

Economic gain per kilo of waste.



Innovation

Innovations, R&D by the company across all aspects.



Human Resource Productivity

Economic gain versus the number, cost, hours of work of employees.



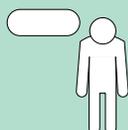
Life Cycle Pollution

Impact on air, water, land of the production and usage of products or services of the company.



Number of Lives Positively Impacted as a Result of Business

Number of customers for products that benefit society, number of employees, positive secondary impact of company product/service on people.



Number of Lives Negatively Impacted as a Result of Business

Human rights violations by company, number of customers for products that harm society, number of employees harmed during work, harmful secondary impact of company product/service on people.



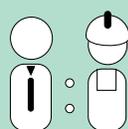
Philanthropic Activity

Number of lives positively impacted via CSR spend of company and philanthropy.



Financial Health

Analysis of revenues, expenses, debt ratio, profitability ratio, in the light of business activity and sector specific events in the FY.



CEO-Average Worker Pay Ratio

Ratio of CEO salary to the average worker salary.



Optimisation

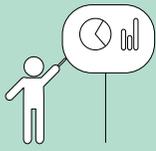
Quality of asset allocation, risk management, FX hedges.



Climate Resilience

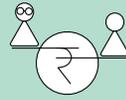
Assessment of company's climate risk identification, strategy, and implementation.

Key Performance Indicators



Reporting

Quality of transparency via internal governance structures, Company Board of Directors, audited reports, stakeholder engagement.



Wage Discrepancy per Age

Pivoting on the principle of equal pay for equal work, equal pay for equal work. Avg wages of youngest employee avg wages of oldest employee for the same level in organisational hierarchy.



Lost-Time Injury Rate

The number of lost time injuries occurring in a workplace per 1 million hours worked. Lost time injuries include all on-the-job injuries that require a person to stay away from work more than 24 hours, or which result in death, or disability.



Employee Satisfaction

Degree of Employee satisfaction at workplace.



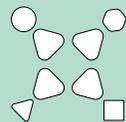
HR Policies Including Insurance, Maternity

Assessment of HR policies and HR policy implementation.



Fatalities

Number of deaths occurred at work.



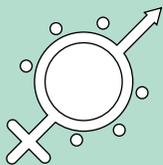
Diversity at workplace

Assessment of existence of diversity across gender, age, abilities, differently abled persons, in the light of sector constraints.



Employee Turnover Rate

Employee turnover rate.



Gender Parity in Leadership

Number of women and men on board of directors and top 2 levels of management hierarchy.



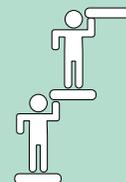
Waste to wealth practices

Assessment of waste to wealth practices such as circularity, reuse, re-purpose.



Wage Discrepancy per Gender

Pivoting on the principle of equal pay for equal work, assessment of Average wages of women : Average wages of men for the same level in organisational hierarchy.



Shared Platforms

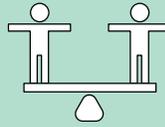
Assessment of optimisation of resources by using shared platforms wherever possible.

Key Performance Indicators



Litigations

Impact on business of litigations at court.



Human Rights

Assessment of quality of check for and mitigation of human rights violations amongst vendors, distributors and other members of supply chain.



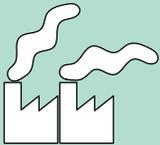
Compliances

% of legal compliances fulfilled.



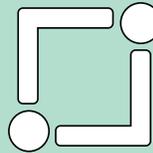
Transparency

Assessment of fair procurement processes.



Pollution

Assessment of quality of check for and reduction of pollution by vendors, distributors and other members of supply chain.



Integration

Assessment of integration and effective feedback mechanisms from and to vendors, distributors and other members of supply chain.

