

P3 Utah Annual Benefit Report
Updated March 5,2021
To be used by Benefit Corporations and Benefit LLCs

Company Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Reporting Year Covered: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [*example: January through December 2020*]
Benefit Officer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [*person filling out this report*]
Contact email for questions concerning this report: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Copy of this report available on company website: \_\_Yes \_\_No URL for Report: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Include graphic and other visual information as you see fit. **Convert this Word document to an Adobe .pdf file before uploading/submitting to the state, accompanying your annual report**.

Over the past reporting year, what has your company done to improve **inward facing social impact**, concerning the workplace. These issues include, but are not limited to:

- Discrimination in hiring, advancement, compensation, treatment, work assignments

- Health conditions

- Compensation

- Mental health and stress management

- Flexibility in work schedule

- Opportunities to learn new knowledge, skills and abilities

[*Be as quantitative as possible*] Examples include:

* \_\_% reduction in employee absenteeism
* \_\_ % increase in training opportunities
* \_\_ % reduction in complaints of discrimination by employees, 5 down to 2
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[*please add more lines if needed*]

What issues does your company plan to address in this area during this upcoming operating year:

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[*please add more lines if needed*]

Over the past reporting year, what has your company done to improve **outward facing social impact**, concerning the community: These issues include, but are not limited to:

 - Community service

 - Philanthropy

 - Neighborhood impact and engagement

 - Caring for disadvantaged neighbors

 - Support for well-being of other communities/issues domestically and internationally

 - Contribution to public policy

[*Be as quantitative as possible*] Examples include:

* \_\_% increase in hours of community service provided by employees, 300 up to 500 hours
* \_\_ % increase in philanthropic funding provided to our overseas project, a health clinic in Zambia
* \_\_ % increase in interaction hours with neighborhoods councils surrounding our plant.
1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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Over the past reporting year, what has your company done to improve **inward facing environmental impact**, concerning use of resources. These issues include, but are not limited to:

- Water conservation

- Clean energy powering operations

- Use of organic, renewable and nontoxic materials in producing goods and services

- Overall energy efficiency

- Reducing waste generated in by producing goods and services

- Treatment of waste generated by producing goods and services

[*Be as quantitative as possible*] Examples include:

* \_\_% reduction in water used monthly
* 20 % reduction in waste material in our manufacturing process
* \_\_ % increase in renewable power used (new solar panels on roof)
1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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[*please add more lines if needed*]

Over the past reporting year, what has your company done to improve **outward facing environmental impact**, concerning the ecology. These issues include, but are not limited to:

 - Species preservation

 - Soil and water quality

 - Air quality

 - Pollinator habitat

 - Municipal waste

 - Landscape

[*Be as quantitative as possible*] Examples include:

* .25 acre new bee and butterfly attracting garden created from space taken out of our parking lot
* 4 more tons diverted annually from county landfill
* \_\_\_% reduction in toxicity of waste air vented out of our buildings
1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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Over the past reporting year, what has your company done to improve **inward facing profit impact**, concerning production. These issues include, but are not limited to:

 - Continuous process improvement

 - Management of sustainability culture

 - Responsiveness to customers

 - Quality output

 - Supply chain management

 - Innovation

[*Be as quantitative as possible*] Examples include:

Reduced complaints by customers 13 % annually over last year

Improved quality rating of products, reducing defects by 7% in total over last year

Eliminated child labor in 100% of our Asian-based supply chain

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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 [*please add more lines if needed*]

Over the past reporting year, what has your company done to improve **outward facing profit** (economic and financial) impact, concerning the marketplace. These issues include, but are not limited to:

 - Market share

 - Profitability

 - Leadership in sustainability

 - Third party recognition, awards and distinctions

 - Customer loyalty

 - Communication with stakeholders on sustainability activities

[*Be as quantitative as possible*] Examples include:

Qualified for globally recognized Certified B Corp and invited to certify by B Lab (in Pennsylvania)

15% repeat customer business over last two years.

Started to include P3 Utah six part impact Matrix summary in quarterly newsletter

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 [*please add more lines if needed*]

Need assistance? Submit general questions and requests for brief no-cost phone consultation contact@p3utah.org

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