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

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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.

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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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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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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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Need assistance? Submit general questions and requests for brief no-cost phone consultation [contact@p3utah.org](mailto:contact@p3utah.org)

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