

# Integrating Sustainability and ESG in Internal Auditing: Driving Value and Accountability



The Institute of  
**Internal Auditors**

**Presented by: CliftonLarsonAllen LLP (CLA)**

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Srikanth Iyengar spearheads the Sustainability Strategy and Implementation at CLA US, where he focuses on developing seamless service offerings by leveraging the firm's industry expertise and functional capabilities. He drives impactful internal initiatives and leads thought leadership and communication efforts.

He also chairs CLA Global's sustainability and ESG group, which includes alliance firms from around the world. This group focuses on developing and showcasing the collective capabilities of the global organization.

Sri frequently speaks at conferences and panel discussions, where he shares his insights and future outlook on sustainability. He focusses on critical connections between sustainability, succession planning, economic resilience, and business growth.

Beyond his sustainability work, Srikanth has extensive experience in managing audit quality and is a key member of the National Assurance Technical Group within CLA.

A Certified Public Accountant in the United States, Srikanth brings nearly two decades of progressive public accounting experience, primarily with Big 4 accounting firms in the US and India.

**Travis Whitfield**

**Project Leader at CliftonLarsonAllen(CLA)**

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Travis Whitfield has spent over ten years as part of CLA's Client Accounting and Advisory Services group.

Travis has spoken in conferences and has been a CPE facilitator for many organizations regarding Sustainability Program implementations, as well as updates on ESG regulations in the US and around the world.

In addition to Sustainability, Travis has significant experience in leading implementations of accounting standards, most recently lease accounting and revenue recognition.

He is a Certified Public Accountant in the state of North Carolina.



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# About CLA

8,500+  
PEOPLE

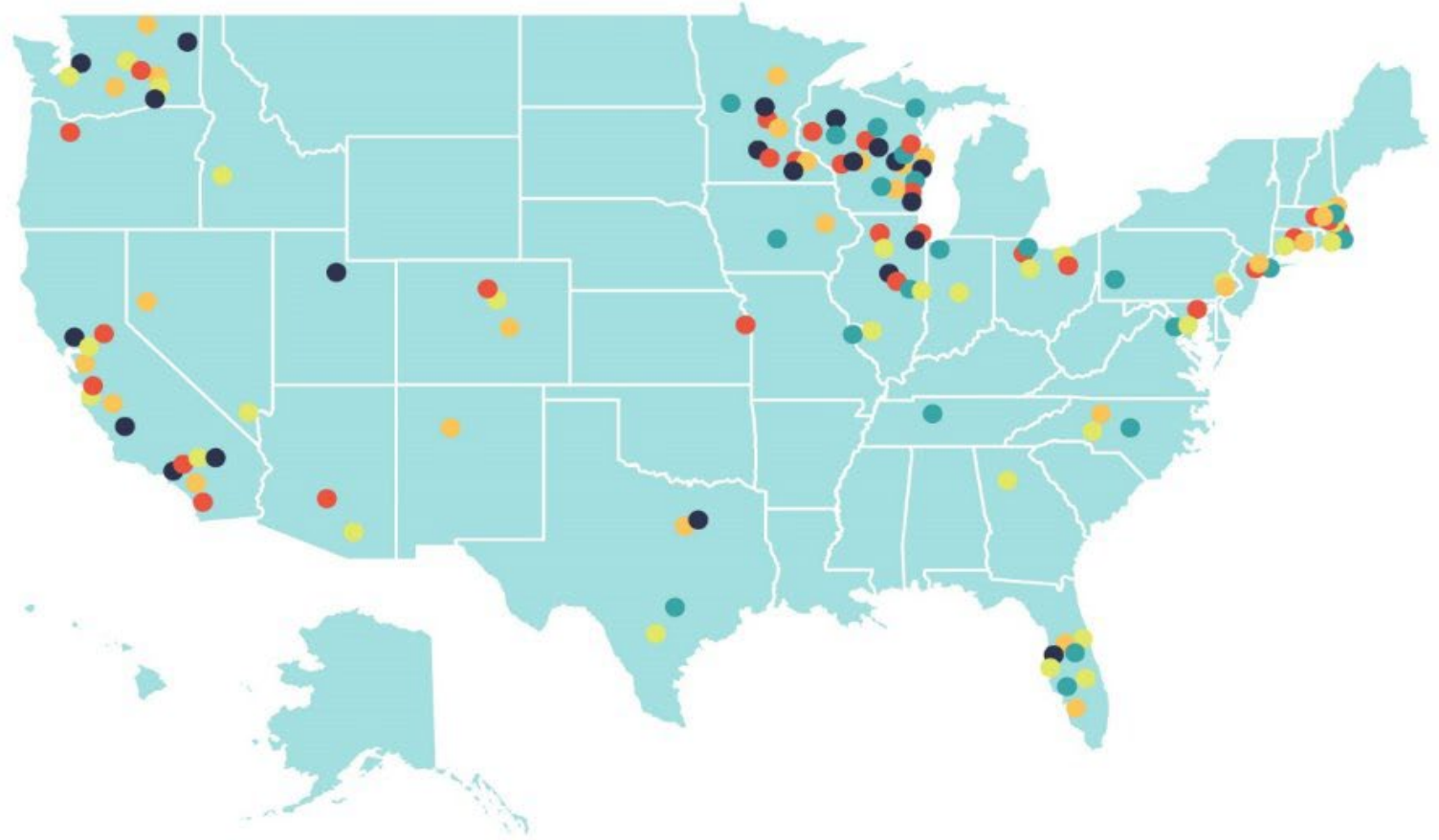
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130  
NEARLY 130 U.S. LOCATIONS

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AN INDEPENDENT  
NETWORK MEMBER OF

CLA Global



# Introduction to Sustainability and ESG



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# Introduction to Sustainability and ESG

- Evolving perspectives
- Regulatory Landscape
- Metrics and Key Performance Indicators (KPI)
- Relevance to Internal Audit
- SASB Standards



# Evolving perspective – United States

## Corporate Engagement:

- More U.S. companies are adopting ESG reporting frameworks, driven by investor demand and regulatory expectations. This trend is helping to standardize ESG disclosures and improve corporate transparency.
- Sustainable investment funds continue to attract significant assets, reflecting ongoing investor interest in ESG criteria.

## Public Awareness:

- There is growing consumer demand for sustainable products and ethical business practices, pushing companies to adopt more sustainable operations.
- Investors are increasingly using their influence to advocate for better ESG practices, leading to more robust corporate governance and social responsibility initiatives.

# Evolving perspective – Global

## Europe:

- Europe remains a leader in ESG and sustainability. Public awareness and demand for sustainable products and services are high, driving companies to integrate ESG into their core strategies.

## Asia:

- Japan and South Korea are notable for their proactive ESG policies. Japan's Government Pension Investment Fund (GPIF) has been a major advocate for ESG investing, influencing corporate behavior. South Korea has policies to promote green finance and sustainable development. Meanwhile, China is focusing on environmental sustainability, with significant investments in renewable energy and efforts to reduce carbon emissions.

## Latin America:

- Countries like Brazil and Chile are making strides in renewable energy and sustainable agriculture. Public pressure and international trade agreements are pushing companies to adopt more sustainable practices.

## Middle East and Africa:

- Countries like the United Arab Emirates (UAE) and Saudi Arabia are investing in renewable energy and sustainable infrastructure as part of their economic diversification plans. Africa is focusing on sustainable development goals (SDGs), with initiatives aimed to improve access to clean energy, water, and education.



# Regulatory Landscape – United States

## Federal Regulations:

- The U.S. Securities and Exchange Commission (SEC) has proposed rules requiring companies to disclose climate-related risks and greenhouse gas emissions. These rules aim to increase transparency and help investors make informed decisions.
- The Biden administration has prioritized climate change and environmental justice, implementing executive orders and policies to reduce carbon emissions and promote clean energy.

## State-Level Regulations:

- States like California and New York have introduced laws that require state pension funds to consider ESG factors in their investment decisions. These states are also pushing for greater corporate transparency and sustainability reporting.
- Conversely, states like Texas and Florida have passed laws restricting the use of ESG criteria in state investments, arguing that such considerations may conflict with fiduciary duties to maximize returns.

# Regulatory Landscape – Global

## European Union:

- **Sustainable Finance Disclosure Regulation (SFDR):** The SFDR requires financial market participants to disclose how they integrate ESG factors into their investment decisions. This regulation aims to increase transparency and prevent greenwashing.
- **EU Taxonomy:** This classification system defines which economic activities can be considered environmentally sustainable, helping investors identify green investments.
- **Corporate Sustainability Reporting Directive (CSRD):** The CSRD mandates comprehensive sustainability reporting for large companies, covering a wide range of ESG topics.

# Regulatory Landscape – Global

## Asia:

- **Japan:** The Government Pension Investment Fund (GPIF) is a leading ESG investor, and Japan has introduced guidelines to promote sustainable finance and corporate governance.
- **China:** China is implementing regulations to promote green finance, including guidelines for green bonds and sustainability reporting.

## Other Regions:

- **Latin America:** Countries like Brazil are seeing growth in green bonds and sustainable finance initiatives. Regulatory frameworks are evolving to support ESG integration in investment decisions.
- **Africa:** ESG initiatives are gaining traction, particularly in sectors like renewable energy and sustainable agriculture. Regulatory developments are supporting these efforts.

# Common Metrics and Key Performance Indicators (KPI)

## Environmental Metrics:

- **Carbon Footprint:** Measures the total greenhouse gas emissions directly and indirectly attributable to an organization's activities. It helps assess the impact on climate change and supports efforts to reduce emissions.
- **Energy Consumption:** Tracks the amount of energy used by the organization, including electricity, heat, and fuel consumption. It highlights opportunities for energy efficiency improvements.
- **Water Usage:** Quantifies the amount of water consumed by the organization's operations, helping to manage water resources efficiently and minimize water-related risks.

# Common Metrics and Key Performance Indicators (KPI)

## Social Impact Metrics:

- **Employee Diversity and Inclusion:** Measures workforce diversity (e.g., gender, ethnicity) and inclusion initiatives within the organization, promoting a fair and equitable workplace.
- **Labor Practices:** Evaluates adherence to labor standards, including employee health and safety, fair wages, and working conditions.
- **Community Engagement:** Tracks initiatives and investments that contribute positively to local communities, fostering sustainable development and social well-being.

## Governance Metrics:

- **Board Diversity:** Assesses the diversity of skills, experience, and backgrounds represented on the organization's board of directors, promoting effective governance and decision-making.
- **Ethics and Compliance:** Measures adherence to ethical standards, including anti-corruption policies, ethical sourcing practices, and compliance with legal and regulatory requirements.

# Relevance to Internal Audit

## Risk Management:

- **Emerging Risks:** Sustainability issues such as climate change, resource scarcity, and social inequalities pose significant risks to businesses. Internal auditors need to assess how these risks can impact the organization's operations, reputation, and financial performance.
- **Regulatory and Legal Compliance:** Many countries have stringent environmental regulations. Non-compliance can lead to legal liabilities, fines, and damage to the organization's reputation.
- **Long-term Viability:** Incorporating sustainability into business strategy enhances long-term organizational resilience. Internal auditors need to assess whether sustainability initiatives are effectively integrated into strategic planning and operational processes.

## Operational Efficiency and Cost Savings:

- **Resource Efficiency:** Sustainability initiatives often lead to improved resource efficiency, reduced waste, and lower operational costs. Internal auditors can evaluate the effectiveness of these initiatives in achieving cost savings and operational efficiencies.
- **Supply Chain Management:** ESG factors like supply chain sustainability and responsible sourcing are becoming critical for maintaining operational continuity and managing reputational risks.

# Relevance to Internal Audit

## Investor and Market Expectations:

- **Investor Demand:** Investors are increasingly considering sustainability and ESG factors in investment decisions. Internal auditors can provide assurance that the organization's sustainability disclosures are accurate and reliable.
- **Competitive Advantage:** Organizations that demonstrate strong ESG performance may gain a competitive advantage in attracting investors, customers, and talent. Internal auditors can assess whether ESG initiatives contribute to maintaining or improving the organization's competitive position.

## Reporting and Transparency:

- **Accurate Reporting:** Internal auditors ensure that sustainability and ESG disclosures are accurate, transparent, and compliant with reporting standards (e.g., GRI, SASB). This enhances the organization's credibility with stakeholders.
- **Risk of Greenwashing:** Internal auditors can help mitigate the risk of greenwashing by verifying the authenticity of sustainability claims and ensuring alignment between actions and stated goals.

# About the SASB Standards

- As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards. The ISSB has committed to maintain, enhance and evolve the SASB Standards and encourages preparers and investors to continue to use the SASB Standards.
- IFRS S1 *General Requirements for Disclosures of Sustainability-related Financial Information (S1)* requires entities to refer to and consider the applicability of disclosure topics in the SASB Standards when identifying sustainability-related risk and opportunities that could reasonably be expected to affect an entity's prospects. Similarly, IFRS S1 requires entities to refer to and consider the applicability of metrics in the SASB Standards when determining what information to disclose regarding sustainability-related risks and opportunities.
- In June 2023, the ISSB amended climate-related topics and metrics in the SASB Standards to align them with the industry-based guidance accompanying IFRS S2 *Climate-related Disclosures*. In December 2023, the ISSB amended the non-climate-related topics and metrics in connection with the International Applicability of SASB Standards project.
- Effective Date: Standard is effective for all entities for annual periods beginning or after January 1, 2025. Early adoption is permitted.



# SASB Standards Include:

- **Industry Descriptions:** Intended to help entities identify applicable industry guidance by describing the business models, associated activities and other common features that characterize participation in the industry.
- **Disclosure Topics:** Describe specific sustainability-related risks or opportunities associated with the activities conducted by entities within a particular industry.
- **Metrics:** Accompany disclosure topics and are designed to, either individually or as part of a set, provide useful information regarding an entity's performance for a specific disclosure topic.
- **Technical Protocols:** Provide guidance on definitions, scope, implementation and presentation of associated metrics.
- **Activity Metrics:** Quantify the scale of specific activities or operations by an entity and are intended for use in conjunction with the metrics referred to in point 3 to normalize data and facilitate comparison.



# Internal Control over Sustainability Reporting (ICSR) Framework



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# Guidance from COSO

- On March 30, 2023, the Committee of Sponsoring Organizations of the Treadway Commission (COSO) issued new guidance on Effective Internal Control Over Sustainability Reporting. See [www.coso.org](http://www.coso.org).
- The Framework introduced by COSO is intended to do the following:
  - Enable organizations to develop and maintain systems of internal control that can enhance the likelihood of achieving the organization's objectives and adapt to changes in the business and operating environments effectively and efficiently.
  - Emphasizes the importance of management judgment in designing, implementing, and conducting internal control, and in assessing the effectiveness of a system of internal control.
  - Expands the financial reporting category of objectives to include other important forms of reporting, such as nonfinancial and internal reporting.

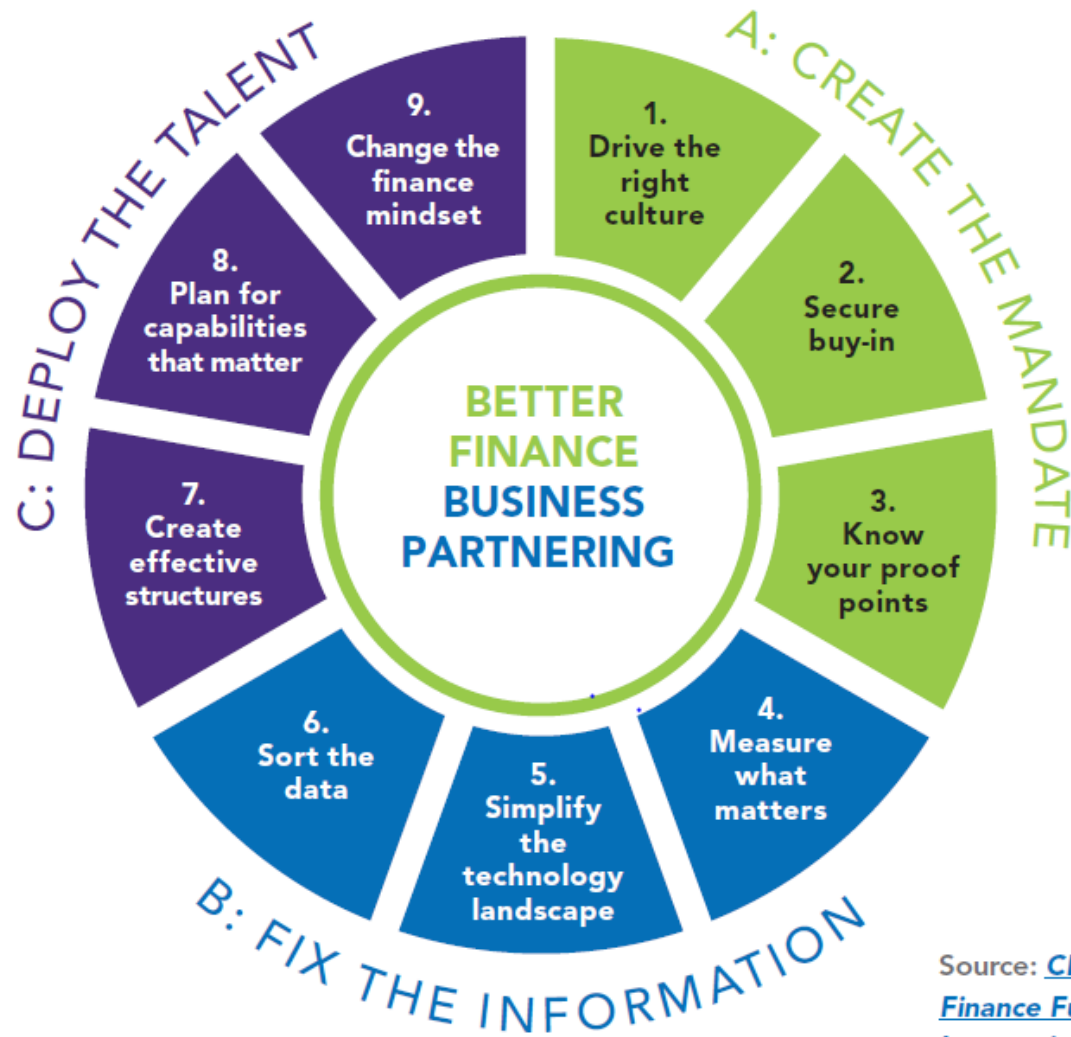
## FIGURE B-4: COMPONENTS, PRINCIPLES, AND POINTS OF FOCUS

Components	Principles	No. of Points of Focus
	<ol style="list-style-type: none"> <li>1. Commitment to integrity and ethical values</li> <li>2. Independent board of directors oversight</li> <li>3. Structures, reporting lines, authorities, responsibilities</li> <li>4. Attract, develop, and retain competent people</li> <li>5. People held accountable for internal control</li> </ol>	<p>4 4 3 4 5</p>
<b>Control Environment</b>	6. Clear objectives specified	15
<b>Risk Assessment</b>	7. Risks identified to achievement of objectives	5
<b>Control Activities</b>	8. Potential for fraud considered	4
<b>Information &amp; Communication</b>	9. Significant changes identified and assessed	3
<b>Monitoring Activities</b>	10. Control activities selected and developed	6
	11. General IT controls selected and developed	4
	12. Controls deployed through policies and procedures	6
	13. Quality information obtained, generated, and used	5
	14. Internal control information internally communicated	4
	15. Internal control information externally communicated	5
	16. Ongoing and/or separate evaluations conducted	7
	17. Internal control deficiencies evaluated and communicated	3

# Five Core COSO Action Items

- **Commit to integrity by stating your purpose:** Articulation of an organization's purpose is an integral step in establishing and building a sustainable business program. Companies can leverage their existing mission and values statements in determining and articulating their purpose.
- **Determine objectives:** Companies should develop and communicate specific and measurable internal and external sustainability business objectives, and for each such objective establish reporting principles with sufficient detail such that such information may be applied properly and considered in assessing potential risks in the process of preparing sustainable business data.
- **Identify and assess risks (and consider opportunities):** Companies should undertake a comprehensive evaluation of both the qualitative and quantitative risks associated with a company's sustainability objectives. Often, this analysis will uncover ways that companies can turn risks into potential opportunities.
- **Identify control activities:** Once a comprehensive understanding of a company's sustainability objectives and the risk associated with these objectives is reached, specific activities should be identified to manage or mitigate the risks identified in the prior step.
- **Evaluate effectiveness:** Once control activities are implemented, the effectiveness of the design and operation should be evaluated and optimized on an ongoing basis.

## FIGURE P3-1: FINANCE PARTNERING FRAMEWORK



Source: [\*CFO as Value Creator, Finance Function Partnering for the Integration of Sustainability in Business\*](#)

# Important Themes from COSO Update

**Cultivate**  
a culture of  
accountability

**Revisit**  
the interrelationship  
of purpose and  
various objectives

**Establish**  
a cross-functional  
team

**Leverage**  
existing experience

**Leverage**  
existing controls

**Leverage**  
enabling  
technologies and  
platforms

**Focus**  
on decision  
usefulness

**Start**  
early



# 2023 Sustainability Report Examples



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# 2023 Sustainability Report – McDonald's



[2022-2023 Our Purpose & Impact Report McDonald's Corporation \(mcdonalds.com\)](https://mcdonalds.com)



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# SASB Standards – Restaurants (Material Topics)

Topic	Metric	Category	Unit of Measure
Nutritional Content	(1) Percentage of meal options consistent with dietary guidelines and (2) revenue from these options	Quantitative	Percentage (%), Presentation currency
	(1) Percentage of children’s meal options consistent with dietary guidelines for children and (2) revenue from these options	Quantitative	Percentage (%), Presentation currency
	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines for children	Quantitative	Percentage (%)

Topic	Accounting Metric	Category	Unit of Measure	Code	Response and Source(s)
Nutritional Content	(1) Percentage of meal options consistent with national dietary guidelines and (2) revenue from these options	Quantitative	Percentage (%), Reporting currency	FB-RN-260a.1	<b>Additional Resources</b> Learn more about our approach to nutritional content on our <a href="#">Nutrition &amp; Marketing Practices</a> page.
	(1) Percentage of children's meal options consistent with national dietary guidelines for children and (2) revenue from these options	Quantitative	Percentage (%), Reporting currency	FB-RN-260a.2	<b>Commentary</b> 17 out of 20 of our in-scope markets have achieved <sup>5</sup> our goal of ensuring 50% or more of the Happy Meal Bundle Offerings listed on menus in each market meet McDonald's Global Happy Meal Nutrition Criteria.  One market received an exemption from fulfilling this goal and two markets received extensions to meet the goal by end of 2023.  By the end of 2022, an average of 56% of Happy Meal Bundle Offerings meet the Nutrition Criteria across the 20 major markets.  The Global Happy Meal Goals apply to all markets globally, with measurement and reporting of progress among our 20 major markets in the U.S., Canada, Brazil, Argentina, Mexico, the Germany, Austria, Spain, the Netherlands, Italy, Poland, Sweden, Switzerland, Hong Kong, China, Japan, Taiwan and Australia.  <b>Related Goals</b> By the end of 2022, our goal is to ensure 50% or more of the Happy Meal Bundle Offerings listed on menus in each market meet McDonald's Global Happy Meal Nutrition Criteria of less than 600 calories, 10% of calories from saturated fat, 650 mg of sodium and 10% of calories from added sugar.  <b>Additional Resources</b> <a href="#">Keybridge's closing report on progress against our five Global Happy Meal Goals</a> , leveraging the latest data available for each goal.
	Number of advertising impressions made on children, percentage promoting products that meet national dietary guidelines for children	Quantitative	Number, Percentage (%)	FB-RN-260a.3	<b>Commentary</b> 20 out of 20 in-scope markets met our goal of having all Happy Meal Bundles advertised to children meet McDonald's Global Happy Meal Nutrition Criteria. 100% of all Happy Meal Bundles ads across the 20 major markets met the Nutrition Criteria in 2022, up from 83% in 2019. The Global Happy Meal Goals apply to all markets globally, with measurement and reporting of progress among our 20 major markets in the U.S., Canada, Brazil, Argentina, Mexico, the U.K., France, Germany, Austria, Spain, the Netherlands, Italy, Poland, Sweden, Switzerland, Hong Kong, China, Japan, Taiwan and Australia.  <b>Related Goals</b> By the end of 2022, our goal is that all Happy Meal Bundles advertised to children will meet McDonald's Global Happy Meal Nutrition Criteria and continue to meet any existing applicable advertising pledges.  <b>Additional Resources</b> Please find additional information on nutritional content on our <a href="#">Nutrition &amp; Marketing Practices</a> page and in <a href="#">Keybridge's closing report on progress against our five Global Happy Meal Goals</a> .

# SASB Standards – Restaurants (Material Topics)

Topic	Metric	Category	Unit of Measure
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	Quantitative	Percentage (%)
	(1) Average hourly wage, by region and (2) percentage of restaurant employees earning minimum wage, by region	Quantitative	Presentation currency, Percentage (%)
	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations and (2) employment discrimination	Quantitative	Presentation currency

# From McDonald's Sustainability Report

Labor Practices	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	Quantitative	Rate	FB-RN-310a.1	<b>Commentary</b>
	(1) Average hourly wage, by region and (2) percentage of restaurant employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	FB-RN-310a.2	<p>We introduced our Global Pay Principles to our owned markets in 2019, to ensure that good pay practices are understood and consistently implemented for all Company employees.</p> <ul style="list-style-type: none"> <li>Competitive – Pay opportunities are aligned with the external value of a job to attract, engage and motivate talent. The competitiveness of our pay rates is reviewed regularly relative to reflect our size, scale, performance and talent needs.</li> </ul>
	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations and (2) employment discrimination	Quantitative	Reporting currency	FB-RN-310a.3	<ul style="list-style-type: none"> <li>Nondiscriminatory – Company employees are compensated at a level commensurate with their role, responsibility, impact, location, experience, knowledge, skills and performance, gender, race, ethnicity or any other similar protected personal characteristics. See also our <a href="#">Diversity, Equity &amp; Inclusion</a> page.</li> <li>Performance-based – Pay is focused on motivating high performance, recognizing achievement and reinforcing behaviors that align with our culture.</li> <li>Understandable – Pay programs are communicated regularly and transparently. We strive for simplicity and focus on the design of our programs to ensure Company employees understand and determine their pay.</li> <li>Compliant – We comply with all applicable legal and regulatory requirements and standards.</li> </ul> <p>In the U.S., McDonald's continues to enhance its compensation packages for Company-owned Restaurant Staff. In 2022, we raised hourly wages at over 90% of our U.S. Company-operate impacting more than 44,000 employees and resulting in an 8% increase to the average hourly pay rate. We expect to reach an average hourly wage above \$15 for Company-owned restaurants in 2023. These raises reflect McDonald's commitment to evaluating competitive wage data and the evolving legislation and regulatory environment to determine the appropriate wage range market level.</p> <p><b>Additional Resources</b> Learn more about our approach to labor practices throughout our <a href="#">Talent &amp; Benefits</a>, <a href="#">Safe &amp; Respectful Workplaces</a> and <a href="#">Diversity, Equity &amp; Inclusion</a> pages.</p>

# SASB Standards and McDonald's Sustainability

*Table 2. Activity Metrics*

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE
Number of (1) entity-owned and (2) franchise restaurants	Quantitative	Number	FB-RN-000.A
Number of employees at (1) entity-owned and (2) franchise locations	Quantitative	Number	FB-RN-000.B

# SASB Standards and McDonald's Sustainability

## SASB Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Response and Source(s)
<b>Number of (1) Company-owned and (2) franchise restaurants</b>	Quantitative	Number	FB-RN-000.A	(1) 2,106 Company-owned restaurants. (2) 38,169 franchised restaurants.  These figures are as of year-end 2022.  Please find additional information in <a href="#">McDonald's Annual Report</a> .
<b>Number of employees at (1) Company-owned and (2) franchise locations</b>	Quantitative	Number	FB-RN-000.B	Over 150,000 people employed by McDonald's Corporation and its majority-owned subsidiaries worldwide as of year-end 2022.  Over 2 million people working within a Company-owned or franchised McDonald's as of year-end 2022. <sup>14</sup>  Please find additional information in <a href="#">McDonald's Annual Report</a> .

# 2023 Sustainability Report



2023

## Amazon Sustainability Report

[2023-sustainability-report.pdf \(aboutamazon.com\)](https://aboutamazon.com/2023-sustainability-report.pdf)



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# Environment

At Amazon, we combine data and science with passion and invention to drive everything we do. We are committed to and invested in sustainability because it's a win all around—it's good for the planet, for business, for our customers, and for our communities. We set big goals and work backward to achieve them. We are working to innovate and scale solutions that minimize our emissions, waste, and water usage; increase our use of carbon-free energy; and pioneer new approaches for packaging, materials, and products.

## In This Section

- 9 Carbon
- 24 Carbon-free Energy
- 29 Packaging
- 34 Waste and Circularity
- 40 Water



Wind Wall, a wind farm located in California's Tehachan Mountains, generates carbon-free energy for AWS.



# SASB Standards – e-commerce (Material Topics)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	n/a

# People

We aim to be Earth's best employer and the safest place to work in our industries—a mindset that inspires us to take a people-first approach and prioritize making our workforce feel valued and supported, while building a culture of inclusive experiences everywhere.

## In This Section

- 75 Employee Experience
- 81 Health and Safety
- 86 Inclusive Experiences



Dynamo, Amazon's newest office building in Bellevue, Washington, provides office and collaboration space for employees working across various teams at Amazon.



# SASB Standards – Retailers and Distributors (Material Topics)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations <sup>3</sup>	Quantitative	Reporting currency
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees <sup>4</sup>	Quantitative	Percentage (%)
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination <sup>5</sup>	Quantitative	Reporting currency

# Value Chain

Millions of people work alongside Amazon to serve our customers, including our employees, partners, suppliers, and people living in the communities where we operate. We respect the dignity, rights, and well-being of everyone connected to our global business. We aim to provide products and services responsibly, work with more diverse suppliers, and deliver positive impact in our communities.

## In This Section

- 45 Human Rights
- 50 Responsible Supply Chain
- 58 Sustainable Products and Materials
- 64 Supplier Diversity
- 67 Community Impact



Employees at Blueberry, an Amazon selling partner that specializes in all-natural roasted granolas.

# SASB Standards – Retailers and Distributors (Material Topics)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a



# Questions?

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