



## Supplement to Standards Outcome Report

### Consumption 2

This is a supplement to the Standards Outcome Review report for the Consumption 2 sector, prepared for the SASB Standards Council meeting on March 19, 2015. This supplement contains detailed feedback from SASB Industry Working Groups (IWG) for this sector. The Standards Outcome Report addresses these comments, and based on a review of the comments and additional research, the SASB Standards Development team will put forward for a 90-day public comment period (PCP) on April 8, 2015, accounting standards for the eight industries in the Consumption 2 sector.

#### Section 1

This section provides the percentage of IWG members that determined each issue in an industry, for all eight industries, to be material. Green bars indicate that the IWG respondent agrees that the issue is material, red bars indicate that the IWG respondent disagrees, and blue bars indicate that the IWG participants consider that the issue may be material, but has substantial reservations. These responses determine which issues the SASB Standards Development team investigates further in greater detail to present material issues for public comment.

#### Section 2

Section 2 lists the comments received during the IWG, including: the industry, disclosure topic<sup>1</sup>, question type on the survey, interest group, suggested disclosure topic where IWG members suggested adding a topic, or response to whether an issue presented to the IWG is considered material, and detailed comments.

Comments related to issues on which there was IWG consensus regarding likely materiality will be considered when creating issue descriptions for the sustainability accounting standards, and revising industry briefs.

Comments related to other issues have been considered when revising or eliminating issues as being likely material, as discussed in the Standards Outcome Review report.

Comments related to suggestions for new issues have been considered when adding disclosure topics to an industry, as discussed in the Standards Outcome Review report.

All other comments relate to industry definitions, SASB's overall approach, and IWG participation experience, and will be considered for process improvements.

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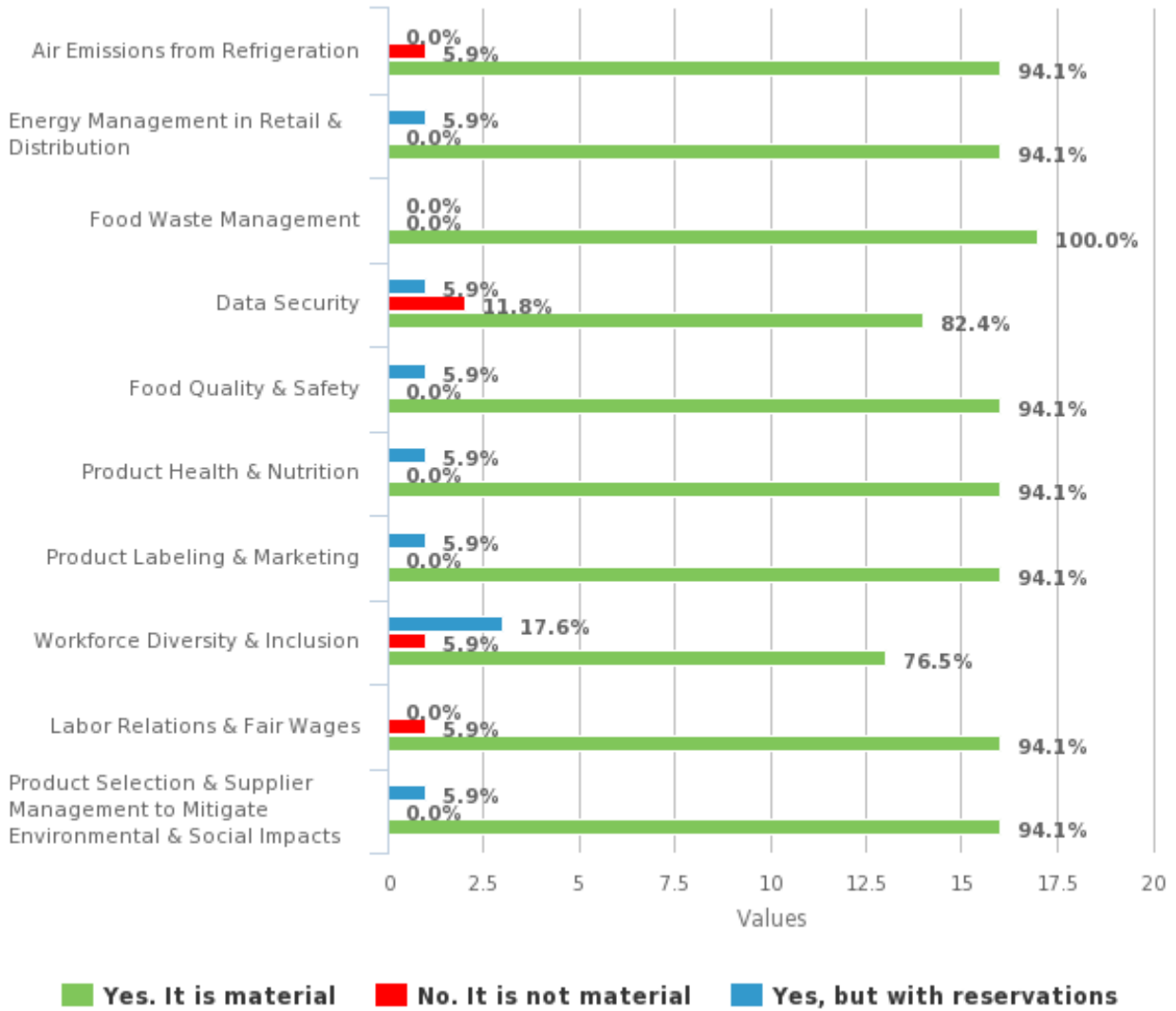
<sup>1</sup> In cases where general comments were made that related to a sustainability topic already presented by SASB for an industry, these comments have been mapped back to the topic.



Section 1 - IWG Assessment of Materiality

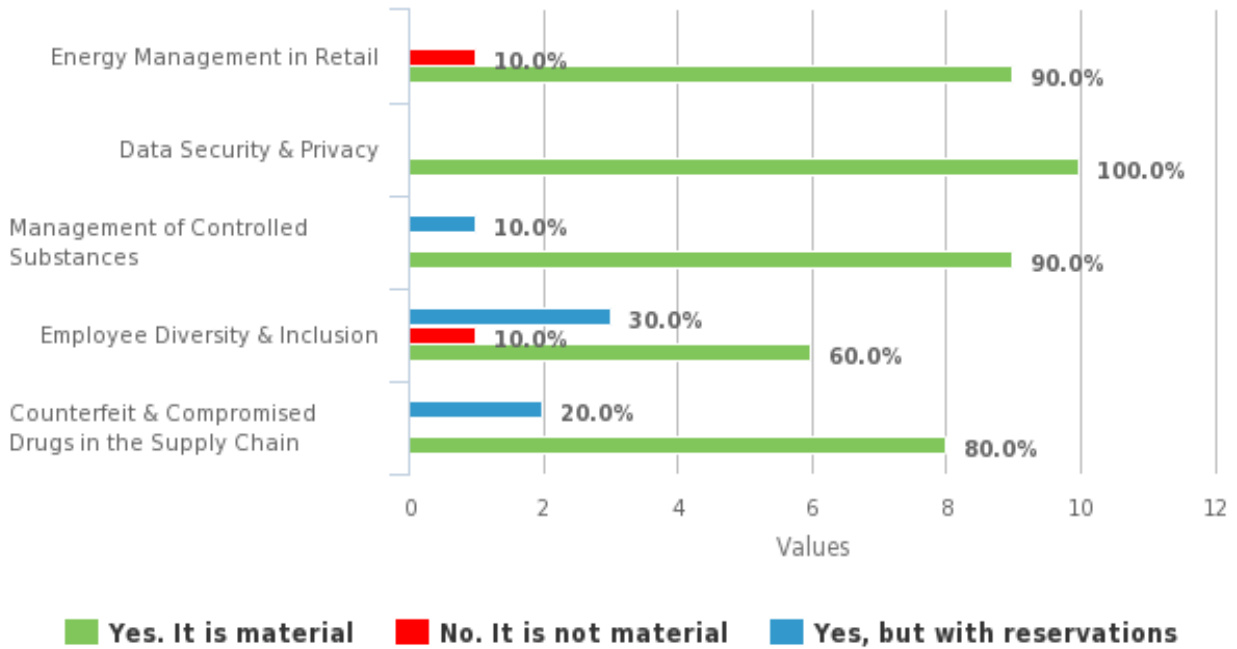
In your opinion are the following material sustainability issues to the given industry?

**Food Retailers & Distributors**

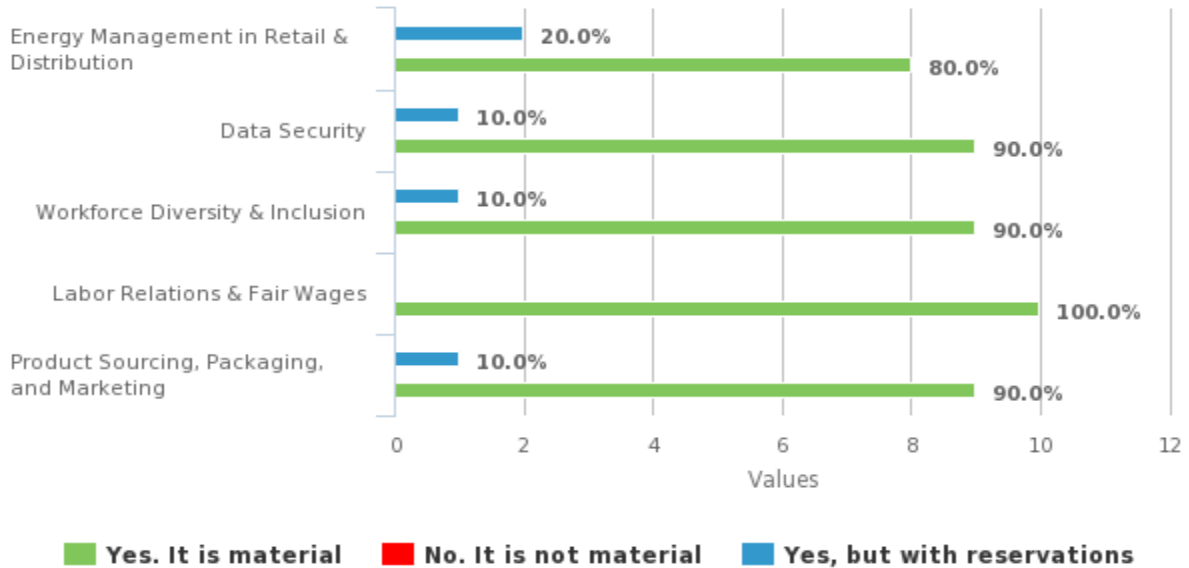




## Drug Retailers & Convenience Stores

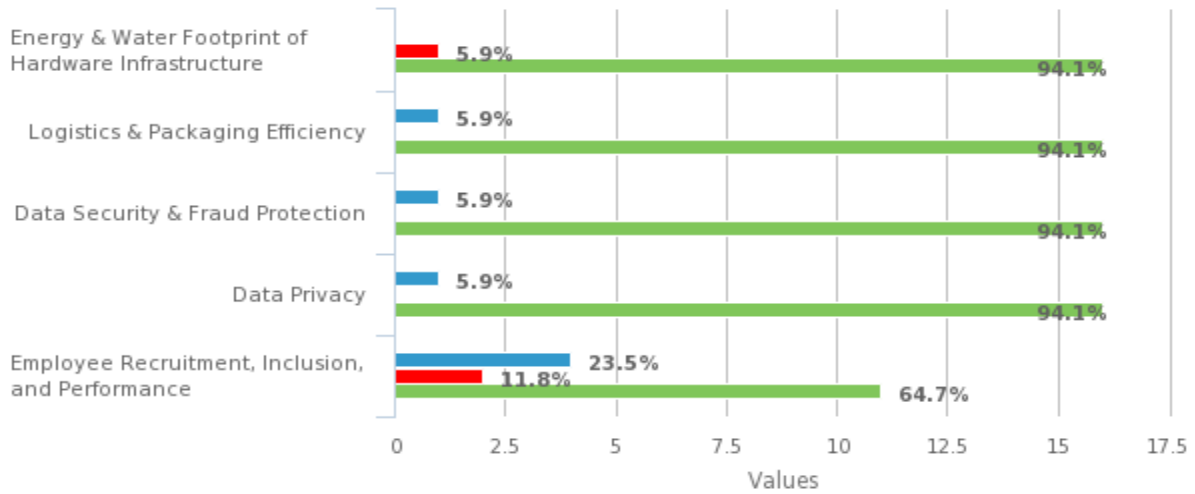


## Multiline & Specialty Retailers & Distributors



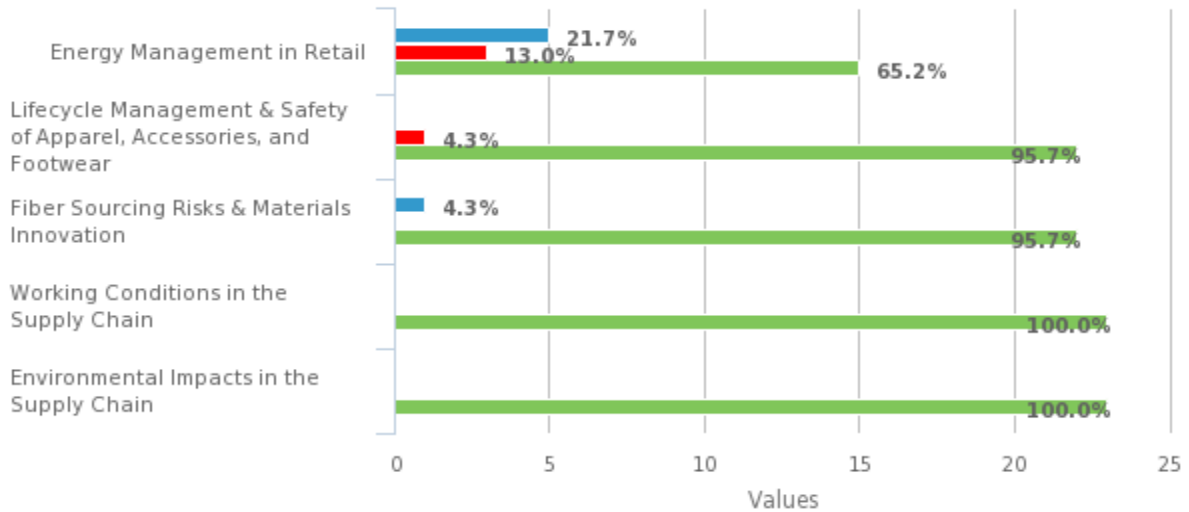


### E-Commerce



■ Yes. It is material   
 ■ No. It is not material   
 ■ Yes, but with reservations

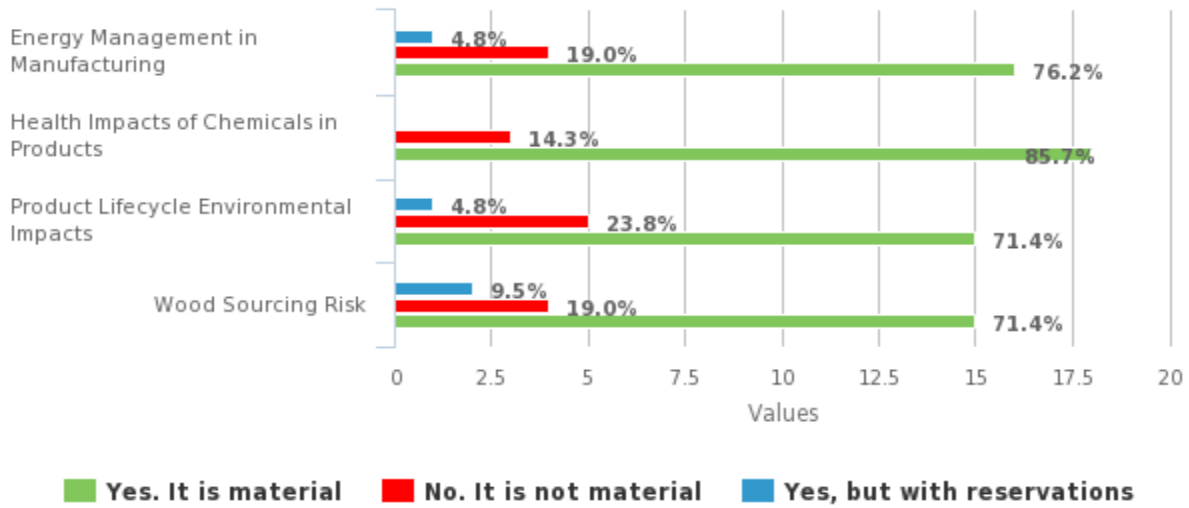
### Apparel, Accessories, and Footwear



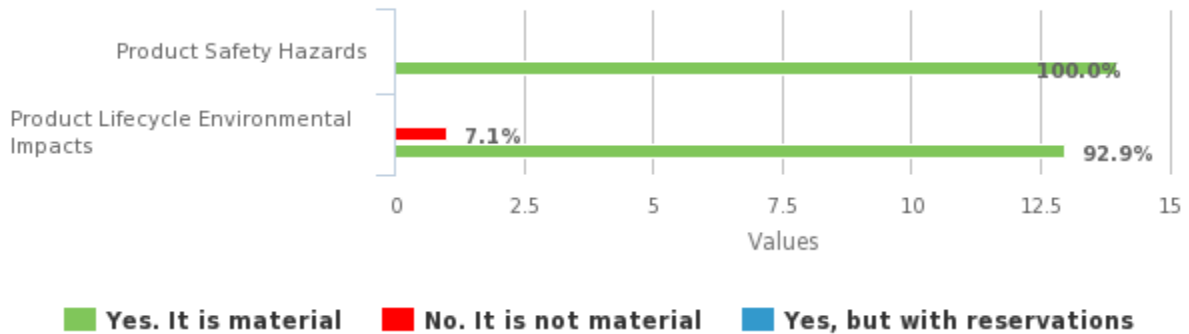
■ Yes. It is material   
 ■ No. It is not material   
 ■ Yes, but with reservations



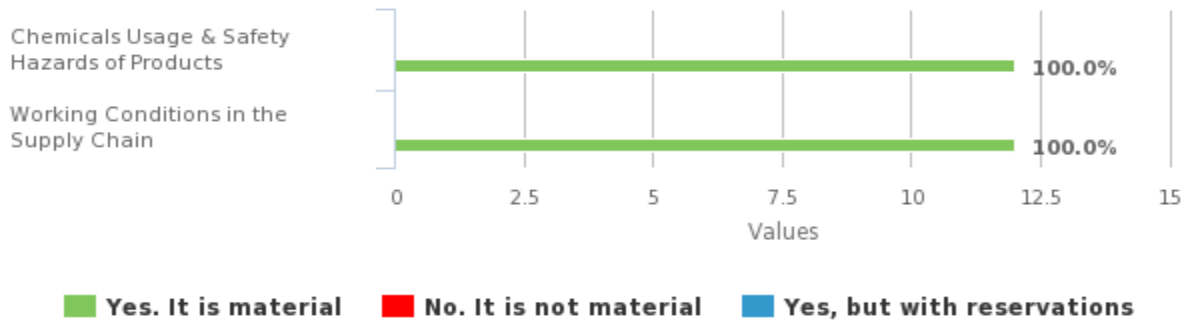
## Building Products & Furnishings



## Appliance Manufacturing



## Toys & Sporting Goods





**Section 2 - IWG Comments on Disclosure Topics**

Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Congratulations	Other Comment	Market Participant	D.N.A. - Other Comment	Very well done. Great start.
Apparel, Accessories & Footwear	Congratulations	Other Comment	Market Participant	D.N.A. - Other Comment	The research brief was very relevant, incredibly interesting, accurate and well written. Thank you.
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Market Participant	Maybe	I do believe this to be a material issue however, as noted in industry brief, not all retailers have control over their retail space. Additionally, online retailers should be managing data centers.
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Public Interest & Intermediaries	Yes	Retail Industry Association Sustainability 2013 report. p. 26 <a href="http://www.retailsustainability.com">http://www.retailsustainability.com</a>
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Public Interest & Intermediaries	Yes	Retail establishments have large energy footprints across the globe, from store fronts to manufacturing sites throughout the supply chain. High demand for electricity and ways to find cheaper alternatives are at the forefront of discussions. Energy management is also important for carbon footprint and reporting to GRI and CDP.
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Corporations	Yes	Energy is a large spend



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Public Interest & Intermediaries	Yes	Energy management in retail is a significant issue that is also associated with GHG emissions/global warming besides significant operating costs
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Corporations	Maybe	<p>Energy management is important, as it can have notable cost implications, and perhaps branding ones, in addition to the environmental benefits. However, it can be seen as a basic operational issue that some investors might feel is trumped by other more product/design related topics (especially when much of some companies revenues are made in wholesale channels where they don't control energy use).</p> <p>That said, i personally think this is an important issue for anyone with facilities. i'm not sure the metrics listed are the best though. the absolute number given for consumption isn't as relevant as whether you're tracking energy use, managing it - in terms of cost and environmental risks, working to reduce it where possible (without harming brand), etc. Comparison of absolute numbers across companies that are quite different in size, facilities, etc. would not be very useful.</p>
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Market Participant	Maybe	It strikes me as more of a cost vs a material risk.
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Public Interest & Intermediaries	Maybe	I'm not convinced that the cost savings that can be generated through efficiencies in retail operations are large enough to make a significant difference for most companies. In addition, many retailers hold relatively short-term leases where they need to see very quick paybacks, and/or they are in malls in which their operations are not separately metered and energy use is included in the total rent.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Market Participant	Maybe	Energy management will be important for apparel and textile makers both in the production side and the retail side. However, these companies operate at a much higher operating margin than discount retailers and any savings there wouldn't move the dial as much.
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Public Interest & Intermediaries	No	<p>Energy management at retail is not very relevant because it is such a small percentage of the overall environmental impact (some estimates are as low as 3-5%). There are definitely companies who focus on this, and it is "table stakes" for sustainability in the industry, but the real impacts happen in the supply chain, and that is where 95% of the focus is.</p> <p>Also, many companies operate out of malls and so do not own their stores. This significantly limits their ability to take actions to reduce energy usage at stores.</p> <p>Again, it's not that this issue isn't important and shouldn't be addressed, it's just very far down the list compared to chemicals, energy use, social/labor, end of use.</p>
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Public Interest & Intermediaries	No	The total impact of retail energy management is negligible compared to product impact. It is also very difficult to measure this across brands who distribute only through their own stores vs. through other retail outlets.
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Corporations	No	This would not apply to apparel companies without retail operations. For companies with retail operations, this would be addressed by another SASB standard, right?





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Energy Management in Retail	Material Issue?	Market Participant	Yes	<p>In addition to electricity retail price increase, the price volatility and supply uncertainty would also be a reason to promote effective energy management by shifting to decentralized renewable energy sources to stabilize costs while constantly reducing total costs over time. Links to some useful sources of evidence:</p> <p><a href="http://www.rila.org/sustainability/RetailEnergyManagementProgram/Pages/default.aspx">http://www.rila.org/sustainability/RetailEnergyManagementProgram/Pages/default.aspx</a> ;</p> <p><a href="http://www.rila.org/SUSTAINABILITY/RETAILENERGYMANAGEMENTPROGRAM/Pages/MaturityMatrix.aspx">http://www.rila.org/SUSTAINABILITY/RETAILENERGYMANAGEMENTPROGRAM/Pages/MaturityMatrix.aspx</a>; <a href="http://www.enlighten-initiative.org/">http://www.enlighten-initiative.org/</a> ;</p> <p><a href="http://www.epa.gov/retailindustry/energy/transportation/sustainability.html">http://www.epa.gov/retailindustry/energy/transportation/sustainability.html</a> ; <a href="http://www.emersonclimate.com/en-us/WhitePapers/2009RS-92.pdf">http://www.emersonclimate.com/en-us/WhitePapers/2009RS-92.pdf</a> ;</p> <p><a href="http://www.archlighting.com/daylighting/the-benefits-of-natural-light_o.aspx">http://www.archlighting.com/daylighting/the-benefits-of-natural-light_o.aspx</a> ; <a href="http://www.greenbiz.com/blog/2013/11/22/whole-foods-walgreens-lighting-retrofitting">http://www.greenbiz.com/blog/2013/11/22/whole-foods-walgreens-lighting-retrofitting</a> ;</p> <p><a href="http://www.palamamericas.com/docs/upload/5008-WP_Daylighting_Overview.pdf">http://www.palamamericas.com/docs/upload/5008-WP_Daylighting_Overview.pdf</a> ;</p> <p><a href="http://w3.usa.siemens.com/buildingtechnologies/us/en/energy-efficiency/retail-and-commercial-systems/site-controls-energy-management-platform-for-enterprise-chain-operators/Documents/siemens-quantifying-the-benefits-of-an-energy-management-system-whitepaper-082913.pdf">http://w3.usa.siemens.com/buildingtechnologies/us/en/energy-efficiency/retail-and-commercial-systems/site-controls-energy-management-platform-for-enterprise-chain-operators/Documents/siemens-quantifying-the-benefits-of-an-energy-management-system-whitepaper-082913.pdf</a> ;</p> <p><a href="https://www.sce.com/wps/wcm/connect/348b6eca-b786-4606-95f6-4fef209b489e/EMS_Retail_Small.pdf?MOD=AJPERES">https://www.sce.com/wps/wcm/connect/348b6eca-b786-4606-95f6-4fef209b489e/EMS_Retail_Small.pdf?MOD=AJPERES</a> ;</p> <p><a href="http://www.proliphix.com/Collateral/Documents/English-US/Energy-Manager-Today-Article-Sprint-Saves-15-Million-3-28-13.pdf">http://www.proliphix.com/Collateral/Documents/English-US/Energy-Manager-Today-Article-Sprint-Saves-15-Million-3-28-13.pdf</a> ;</p> <p><a href="http://susproc.jrc.ec.europa.eu/activities/emas/documents/RetailTradeSector.pdf">http://susproc.jrc.ec.europa.eu/activities/emas/documents/RetailTradeSector.pdf</a> ; <a href="http://nstore.accenture.com/acn_com/PDF/Accenture-New-Energy-Consumer-Handbook-2013.pdf">http://nstore.accenture.com/acn_com/PDF/Accenture-New-Energy-Consumer-Handbook-2013.pdf</a></p>
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Market Participant	Yes	I feel as though the industry brief covers the issues surrounding this topic well.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://www.eurosif.org/publication/download/procurement/">http://www.eurosif.org/publication/download/procurement/</a>
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Supply Chains are often larger than anyone expects and extend anywhere from 7-12 layers deep from raw materials to point of sale. With substitutions and subcontractors all over the globe, it's difficult to trace and document the full chain. Knowing the positive or negative affect a company's products has on the environment and the worker's is crucial to doing business now and moving forward.
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Corporations	Yes	<a href="http://www.christina-larson.com/chinas-factory-owners-hunt-for-energy-savings/">http://www.christina-larson.com/chinas-factory-owners-hunt-for-energy-savings/</a>
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Might also think about the transportation decisions made and the movement of raw material to mfg/ cut & sew to retail distribution. Average t-shirt travels 8,000 miles in its production cycle.
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Environmental impacts in the supply chain has multiple possible impacts that may affect the sustainability of the organization.E.g. environmental violations in the supply chain may close result in closing of operation by the regulators that in turn may affect the operations of the buyer. Potential impacts on the brand and reputation is another major potential impact. Poor environmental performance in the supply chain may also increase the cost of production due to a variety of reasons including inefficiencies.
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Market Participant	Yes	The environmental impacts of Tier 2 and 3 suppliers is relevant (often, far more so than Tier 1 suppliers) and is not covered. Please do also note that Tanneries (Tier 2 suppliers to the footwear industry) are consequential environmental risk (effluent from chemicals) that should be explicitly addressed as part of this work. Refer to the work done by the industry consortium The Leather Working Group.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Market Participant	Yes	Environmental affects bring more and more attention to companies. There is a substantial reputational risks in no doing a good job there.
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	To me, this is the biggest materiality topic along with social issues. Environmental Impacts covers chemicals, water, energy.
Apparel, Accessories & Footwear	Environmental Impacts in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Similarly, transparency of how a company gets comfortable with managing and minimizing the environmental impacts of its supply chain can enhance public perception while pressuring leadership to make sure they're doing what they say they're doing.
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Market Participant	Yes	I feel as though the industry brief covers the issues surrounding this topic well.
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Public Interest & Intermediaries	Yes	- The impacts of climate change are only increasing the sourcing risks associated with fiber and substituting other natural fibers from cotton will likely also have impacts. Innovating the use of recycled fiber and developing better processes for breaking down shoes and apparel in to component parts for reuse are going to become the norm. You can review the Nike innovations with Flyweight shoes as an example. Another example is Dockers Wellthread collection which uses less energy and water and is made by workers from one of the improving worker well being pilot sites. <a href="http://www.levistrauss.com/sustainability/enduring-brands/dockers-wellthread/">http://www.levistrauss.com/sustainability/enduring-brands/dockers-wellthread/</a>
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Public Interest & Intermediaries	Yes	Ethical sourcing is in high debate for cotton, for fairtrade, and the use of chemicals in synthetics. In addition, many companies are working on new technologies in this area for using recycled and reprocessed materials. For example, a company in Sweden is working on ow cellulose may be used for fibers.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Corporations	Yes	Traceability of fibers and animal welfare has been gaining increased interest with both consumers and NGOs. Brands are coming under greater pressure to certify fabrics to ensure ethical practices or risk loss in brand reputation.  <a href="http://www.theguardian.com/sustainable-business/2014/aug/27/goose-feather-down-live-pluck-outerwear-clothing-north-face-patagonia">http://www.theguardian.com/sustainable-business/2014/aug/27/goose-feather-down-live-pluck-outerwear-clothing-north-face-patagonia</a>
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Public Interest & Intermediaries	Yes	think your sources were good -- fluctuating price, pesticide use, labor conditions, water intensivity all make it tough
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Public Interest & Intermediaries	Yes	Fiber sourcing may have number of risks associated with chil labor, forced labor, working hours, remuneration, freedom of association, collective bargaining, etc. Such risks may also have a significant impact on the brand and reputation of the companies associated with such fiber sources. These may have significant environmental and OHS issues as well
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Corporations	Maybe	Again, some of my concern is based off the metrics suggested. I feel that this is a complicated issue that requires quite a bit of explanatory info for the disclosure to be useful. and then at what point does it become more cumbersome than beneficial?  If we ask about organic and man-made recycled materials, shouldn't we also look at responsible or sustainable options such as BCI cotton? If companies use man-made fibers instead of cotton, are we then disclosing on the chemical risks up and down the value chain?  I think this topic is valuable, but I don't know if the metrics are capturing the necessary complexity.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Market Participant	Yes	Fiber sourcing is not as straightforward as one might think. Here, again, lifecycle thinking can be leveraged for direction. While cotton is replete with risk (volatility, child labor, pesticide usage, water consumption), synthetics are also no bargain (often dependent on oil as a primary input). Good work is being done by Blue Sign to assure that environmental viability of material inputs. Both Nike and adidas have also invested in processes / companies that are pioneers in waterless dying.
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Market Participant	Yes	Raw materials comprise a substantial part of the cost structure for apparel maker. The price of Cotton, man made fibers and other materials has a significant impact on gross margins, earnings and stock prices of these companies. Therefore, any data on raw materials and what can affect their prices is material.
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Public Interest & Intermediaries	Yes	There seemed to be an overemphasis on cotton throughout the document. Cotton is important, but many companies use synthetics (especially footwear) and so have different risks (e.g., fossil-fuel based).
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Public Interest & Intermediaries	Yes	Depending on the type of apparel or footwear product the impact of materials can be approximately 60% of the total impact of the product.
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Public Interest & Intermediaries	Yes	<p><a href="https://www.sourcingjournalonline.com/synthetic-fiber-prices-remain-soft-november/">https://www.sourcingjournalonline.com/synthetic-fiber-prices-remain-soft-november/</a></p> <p><a href="http://www.circleofblue.org/waternews/2014/world/price-water-2014-6-percent-30-major-u-s-cities-33-percent-rise-since-2010/">http://www.circleofblue.org/waternews/2014/world/price-water-2014-6-percent-30-major-u-s-cities-33-percent-rise-since-2010/</a></p> <p>There are price plays at hand as the prices of synthetics drop and water costs restrictions and scarcity remain.</p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Fiber Sourcing Risks & Materials Innovation	Material Issue?	Market Participant	Yes	I guess it's pretty clear indicators and explanations in the brief.
Apparel, Accessories & Footwear	Ind. Brief comment	Innaccuracy	Corporations	D.N.A. - Innaccuracy	Higg Index -- not Higgs.
Apparel, Accessories & Footwear	Ind. Brief comment	Innaccuracy	Corporations	D.N.A. - Innaccuracy	<p>- it should be ZDHC, not ZHDC</p> <p>- p. 13 talks about a toxicology study covering 20 brands... However, an Op-Ed is cited. It didn't feel as scientifically credible as it should for a document of this importance. Could the actual study be mentioned more directly? How is "hazardous" being defined here? Is it a Greenpeace study, or something more reputable in the industry?</p> <p>- Is Higg Index designed for disclosure? Companies share within their supply chain, but not with customers or each other yet, right?</p>
Apparel, Accessories & Footwear	Industry insights	Comment on Brief	Market Participant	D.N.A. - Comment on Brief	Would have liked more information specific to Footwear and Accessories. In addition, I want to make sure that the tracking metrics include focus on GhG emissions throughout the entire value chain and water usage, as well.
Apparel, Accessories & Footwear	Industry insights	Innaccuracy	Public Interest & Intermediaries	D.N.A. - Innaccuracy	While no specific inaccuracies, the question methodologies to me indicate a lack of broad understanding about the industry and to me aren't really credible.
Apparel, Accessories & Footwear	Industry insights	Innaccuracy	Market Participant	D.N.A. - Innaccuracy	Typo on p.1 for the word "wholesale" In addition, I believe that the focus should be more on the value chain...independent of if certain tiers are outsourced ...More specifically, a company should be responsible for all of its energy usage, not just its own stores. Finally, I would like to see more focus



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
					on innovation (e.g. Everlane radical transparency and Nike Flyknit as but two illustrations).
Apparel, Accessories & Footwear	Industry insights	Inaccuracy	Public Interest & Intermediaries	D.N.A. - Inaccuracy	The only inaccuracy is related to Greenpeace and the Detox campaign. In the brief it's positioned as an industry effort to self-regulate, but it is really significant pressure on the industry by an outside NGO that has caused the industry to stand up and take notice and make commitments to reductions by 2020.
Apparel, Accessories & Footwear	Industry insights	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	I think it was well-researched, in general!  One might have done some contrast with choices made in business models (e.g. mass manufacturing overseas, not vertically integrated) vs. those choosing different business models (create based on actual demand -- not anticipated demand). But that's a minor point perhaps for current public companies -- most are not connected to their end consumer.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Industry insights	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	<p>Other comments on the brief:</p> <ul style="list-style-type: none"> <li>- Down is another good example of outside pressure causing the industry to change</li> <li>- The regulatory efforts in the EU aren't mentioned - these are causing significant action by companies, even those that are based in the U.S. The EU is proposing disclosing a product's environmental footprint on the product. This should be captured in the brief because it is a significant driver as most U.S.-based companies sell into the EU.</li> <li>- Another piece that isn't mentioned is the trends towards fast-fashion - e.g., H&amp;M, Zara. This will pose significant business and sustainability risks to most companies as they face pressure to compete with this and cut corners on environmental and social compliance - it also presents challenges for end of use and product take back.</li> <li>- In the discussion of chemistry, the focus is only on the chemicals in the products. Equally and perhaps more important are the process chemicals used in the manufacturing. Both should be addressed.</li> <li>- It's alluded to generally, but one important industry dynamic is that beyond retail/brand, it is highly fragmented. A large brand/retailer may have 3000-5000 different Tier 1/Tier 2 suppliers, and some of them may change from season to season. Inherent in this is the challenge of managing all of them.</li> </ul>
Apparel, Accessories & Footwear	Industry insights	Other Comment	Market Participant	D.N.A. - Other Comment	<p>Having little more emphasis on the domestic and retail side of the issue (such as discrimination, privacy protection issues) particularly regarding the issues outside of the environmental issues; Also, more active use of qualitative indicator as supplements to the quantitative data would enhance the overall quality of reporting</p>





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Market Participant	Yes	I feel as though the industry brief covers the issues surrounding this topic well.
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Public Interest & Intermediaries	Yes	Fifty-five percent of 30,000 people in 60 countries surveyed in a new report by Nielsen said they would pay more for products made by socially responsible companies. Breaking out the responses by region and by generation, 64 percent of Asia-Pacific consumers and 55 percent of millennials rated as "most likely" to pay extra and make buying decisions based on responsible business. <a href="http://www.nielsen.com/us/en/insights/reports/2014/doing-well-by-doing-good.html">http://www.nielsen.com/us/en/insights/reports/2014/doing-well-by-doing-good.html</a>
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Public Interest & Intermediaries	Yes	Toxics are of high concern in apparel, brominated flame retardants, lead, mercury, and conflict minerals are key industry discussions.
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Corporations	Yes	Per the brief, I agree that End-of-life management will be important moving forward and has the largest opportunity for innovation.  Safety is also increasingly important as new chemical regulations and restrictions are being passed globally
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Public Interest & Intermediaries	Yes	Connections to fast fashion/ consumerism?
Apparel, Accessories	Lifecycle Management & Safety of Apparel,	Material Issue?	Public Interest & Intermediaries	Yes	This would be mostly due to the possibility of having hazardous substances either in the product or in the processing of the final product. Other potential



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
& Footwear	Accessories, and Footwear				risks could be associated with stringent regulatory requirements and potential for litigation/fines
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Market Participant	Yes	Lifecycle management is a powerful tool to manage risk, cut cost and identify leveraged spots for innovation. Levi's (see the Lifecycle analysis on their site) <a href="http://www.levistrauss.com/sustainability/innovative-practices/planet/life-cycle-of-a-jean/...">http://www.levistrauss.com/sustainability/innovative-practices/planet/life-cycle-of-a-jean/...</a> has used this tool to develop its Water<less denim process. Timbuk2 (also based in SF)...see site for more detail, is using Lifecycle thinking to assure that its lifetime guarantee is supported by other tools to keep all products out of the landfill. Additionally, Lifecycle management is the best way to clinically identify key drivers of waste, resource usage and externalities in one's value chain.
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Market Participant	No	While there are several programs out there that are run by apparel makers and retailers promoting textile and garments recycling, they are relatively small and not really material (as far as I know) in terms of financials. In addition, there were attempts and studies that were done on organic fabrics/cotton etc. which found consumers doesn't react to these initiatives in large numbers. Therefore, not really significant for investors.
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Public Interest & Intermediaries	Yes	An increasing concern for the industry.
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://www.timberlandtires.com/corporate-partnership/">http://www.timberlandtires.com/corporate-partnership/</a>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Lifecycle Management & Safety of Apparel, Accessories, and Footwear	Material Issue?	Market Participant	Yes	As an additional transparency using qualitative reporting helps investors to understand how the companies manage risks, it would be useful for all the firms to disclose the decision making structure/processes regarding where/who makes decision over specific material use. It is also important how company officers, employees including designers are building expertise in toxic chemicals, and where the company emphasizes in the resource allocation varies. Having clear relational map within the firm would be useful for firms as well to help understand the line of communications and decisions Alternatively, using the case study might be one way to understand why specific toxic/harmful products have been approved and used in the past would help the companies to identify the weakness in such process to prevent/reduce future risks in the area. Also, there are other initiatives that should be included in the brief. List of some other programs/ efforts: <a href="http://www.leatherworkinggroup.com/index.htm">http://www.leatherworkinggroup.com/index.htm</a> <a href="http://switchboard.nrdc.org/blogs/lgreer/nrdcs_5-step_program_for_the_a.html">http://switchboard.nrdc.org/blogs/lgreer/nrdcs_5-step_program_for_the_a.html</a> <a href="http://www.strtrade.com/news-publications-California-chemicals-concern-textile-apparel-cosmetics-100914.html">http://www.strtrade.com/news-publications-California-chemicals-concern-textile-apparel-cosmetics-100914.html</a>
Apparel, Accessories & Footwear	Metric comment	Other Comment	Market Participant	D.N.A. - Other Comment	The guidelines and brief raised many issues that might be relevant to investors in the apparel and textile space and I tried to assist as much as I could to refine the relevancy of those. I was somewhat challenged by the last part of the survey, when I was asked about the cost effectiveness and the auditability of the different metrics. These are very production related questions that I'm less familiar with and therefore my answers there are limited. Hope that helps  Chen
Apparel, Accessories & Footwear	New Angle	Add Issue	Corporations	Transportation impacts  [ENERGY	This would belong under Environmental Impacts in the Supply Chain, but I didn't see it as a sub-topic. Companies with more efficient supply chains or better linkages between producer and consumer locations would have a



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
				MANAGEMENT (IN DISTRIBUTION)]	competitive advantage, so therefore this could be considered a material issue.
Apparel, Accessories & Footwear	New Angle	Add Issue	Public Interest & Intermediaries	Climate Change [ENV. IMPACTS IN SUPPLY CHAIN] + [CLIMATE CHAIN ADAPTATION]	Climate change impacts the physical sites of retail firms, transportation systems, supply chain issues in terms of environment (sourcing) and workers (community impacts). Including energy use is not enough and a number of apparel companies disclose climate risk in their financial filings -
Apparel, Accessories & Footwear	New angle	Add Issue	Public Interest & Intermediaries	Transportation [ENERGY MANAGEMENT (IN DISTRIBUTION)]	As noted in the brief most apparel and footwear companies products are manufactured overseas and require global transportation to get to market. Transportation releases according the EPA where 28% in 2012 so this is a significant opportunity for the sector to reduce its impact.
Apparel, Accessories & Footwear	New Angle	Add Issue	Market Participant	Energy management on the production side [ENERGY MANAGEMENT (IN MANUFACTURING)]	some of the apparel companies own their own factories, energy management disclosure there would be helpful for investors



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	New Angle	Add Issue	Public Interest & Intermediaries	Water risks in the supply chain  [ENV. IMPACTS IN THE SUPPLY CHAIN]	Water is a very important input for apparel manufacturing, and many regions with apparel production, including China and Bangladesh, face the risk of water scarcity. Companies should assess the water-related risks to their manufacturing supply chains.
Apparel, Accessories & Footwear	New Angle	Add Issue	Public Interest & Intermediaries	Climate change risks in the supply chain  [ENV. IMPACTS IN THE SUPPLY CHAIN]	Climate change relates to and can impact many of the other topics, including raw material (cotton, leather) sourcing risks, the importance of environmental impacts in the supply chain, such as water use; energy management; and will increasingly be an unavoidable social issue for workers in places like Bangladesh, which is likely to be one of the countries hardest hit by climate change.
Apparel, Accessories & Footwear	New Angle	Add Issue	Public Interest & Intermediaries	Farmer sustainability  [ENV. IMPACTS IN SUPPLY CHAIN]	Use of pesticides is mentioned but not fertilizers. Farmer engagement is mentioned throughout, but not a focus. I think that a separate topic could be broken out focusing on the sustainability of the farmers that these companies are contracting with or who are simply critical players in the supply chain. Companies in other industries, such as tobacco, go so far as to support local communities of the farmers they work with, providing technology, schools, and on-site agronomists to educate the farmers on better growing practices. They even go so far as to teach them how to effectively grow other crops beyond tobacco (e.g., food cultivation).
Apparel, Accessories & Footwear	New Angle	Add Issue	Public Interest & Intermediaries	Auditing  [SUPPLY CHAIN MANAGEMENT] + SOCIAL / ENV. IMPACTS IN THE SUPPLY CHAIN	Unified auditing practices for the apparel industry would be helpful to get the industry on the same page. Currently, companies create their own standards for supply chain audits with their own criteria. There needs to be some sort of baseline from which to compare companies against in order to understand how this risk affects financial performance. Again..at the very least, SASB could work on a uniform list of check box questions and companies can add their criteria on top of this.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	New angle	Add Issue	Public Interest & Intermediaries	Contribution to Fast Fashion & Waste  [LIFECYCLE MANAGEMENT]	Perhaps a sub-set of lifecycle mgmt but goes to durability of goods and how likely stuff will end in trash heap
Apparel, Accessories & Footwear	New Angle	Comment on Brief	Public Interest & Intermediaries	D.N.A. - Comment on Brief  [LIFECYCLE MANAGEMENT]	With the impact of this sector being from "fast fashion" and the consumption and turnover of product there should be an indicator that looks at the marketing to consumers.
Apparel, Accessories & Footwear	New Angle	Comment on Brief	Public Interest & Intermediaries	D.N.A. - Comment on Brief  [ENV. IMPACTS IN SUPPLY CHAIN] + [CLIMATE CHAIN ADAPTATION]	I thought the brief didn't sufficiently discuss the impact of climate change on many of the issues, such as water scarcity, flooding, growing regions, etc. I also thought there was not enough discussion about leather. Finally, more information about consumer research on behavior and interest in these topics would have been very helpful. All that said, it was a good brief overall though.
Apparel, Accessories & Footwear	New Angle	Other Comment	Market Participant	D.N.A. - Other Comment  [SUPPLY CHAIN MANAGEMENT]	very good work, would develop more the supply chain risks as mentioned. hard to trust local audits so buyers have to be more responsible themselves in their purchasing practices and more in control of their supply chain



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	New Issue	Add Issue	Corporations	Energy, Costs and GHG Footprint  [ENERGY MANAGEMENT (IN DISTRIBUTION)]	<p>The nexus of Energy, Energy Costs and GHG footprint is a more material disclosure topic and is consistent with the strategic focus of the other 4 topics. I think the carve out of energy management in retail is important but too narrow. And the discussion of Energy in Environmental Impacts in the Supply Chain is not thorough enough. As an example nowhere in the research brief I see mention of the costs of fuels in upstream and downstream transportation and distribution of goods and the material impact of these increasing costs let alone the associated GHG footprint. It might be in the heat map.</p> <p>The material concerns are energy consumption, energy production type and management across the value chain as it relates to energy type, energy costs and GHG footprint. For a given corporation and its value chain where does energy consumption and management (two different topics) relate to its overall energy costs? How does the GHG footprint of a company's retail match up to other portions of its overall WRI footprint?</p> <p>Energy management in Retail is related as a Scope 2 GHG Emission and most companies know that via utility bills. However, the Scope 3 energy, costs and attendant GHG emissions will tell a bigger story.</p> <p>If a company within the sector plots its energy consumption, energy costs and GHG footprint referencing the WRI methodology this holistic approach will show materiality, cost and impact. This would be applicable to any company in the sector and will make for a robust SASB standard. Most companies have this or are working on it as it is used in CDP and GRI reporting.</p>
Apparel, Accessories & Footwear	New Issue	Add Issue	Corporations	Packaging sustainability	This might already be included under another category, but if it isnt should be included due to env impacts of packaging and opportunities to innovate around reduction.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
				[PACKAGING EFFICIENCY]	
Apparel, Accessories & Footwear	New Issue	Add Issue	Market Participant	Discrimination in retail stores (both against employees as well as against customers)  [DIVERSITY AND EQUAL OPPORTUNITY]	Historically, there have been recurring issues of discrimination and harassment based on race, gender, sexual orientation and disabilities in retail stores both against their customers as well as against their own employees in the industry in the domestic retail as well as foreign retail stores. Many cases gets good media coverage, some of which have had disastrous impacts on reputation/brand names while also results in litigation with monetary compensation as well as punitive damages. At the same time, discrimination against certain customers based on race, class, gender and religions are becoming major concerns, also resulted in legal actions and criticisms by the media. Discrimination is also relates to the next issue I'm suggesting below, which is sensitivity in marketing and product design as many cases of cultural or religious insensitivity have been broadly reported. The reporting should include the number of legal cases, number of complaints, and qualitative reports on efforts to address such concerns.
Apparel, Accessories & Footwear	New Issue	Add Issue	Market Participant	Cultural and Religious Sensitivity in the Product Design and Marketing  [SOCIAL IMPACTS OF PRODUCTS]	This issue could be addressed as a part of lifecycle management or maybe part of social risk assessment. There are many cases of offensive/cultural insensitivity design of products, which resulted in controversies and lawsuits with reputational/litigation risk. These sensitivity issues and occasional controversies can be found not only in foreign markets but also increasing in the US, which could resulted in reputational risks including backlash as well as negative financial impacts stemmed from the controversies including withdrawal of the products or marketing materials.
Apparel, Accessories & Footwear	New Issue	Add Issue	Market Participant	Information Security and Privacy Protection	Partially due to the increased use of online shopping, credit card tied to the retail store accounts, the risks of privacy breach, represented by some major cases such as Home Depot and Target. A series of hacking incidents also increased concerns among consumers. This issues should include both





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
				[DATA SECURITY]	quantitative indicator of multi-year data of how many incidents and the number of customers information possibly leaked. Also, qualitative data regarding specific efforts to address/improve the information security need to be reported.
Apparel, Accessories & Footwear	New Issue	Add Issue	Public Interest & Intermediaries	Living wage [WORKING CONDITIONS (IN RETAIL)]	Attracting and retaining workers to the high turnover retail environment has costs. Depressed wage rates contributes to income disparity and failure to provide a living wage could affect company reputation and its ability to hang on to workers.
Apparel, Accessories & Footwear	No action needed	Add Issue	Public Interest & Intermediaries	Global Regulations	There needs to be a broad compliance review to help companies understand the relevant global regulations and their responsibilities. SASB could provide a check box for each industry.
Apparel, Accessories & Footwear	No action needed	Comment on Brief	Corporations	D.N.A. - Comment on Brief	I think the heat map would have been important to see. I understand it will come out later.
Apparel, Accessories & Footwear	No action needed	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	Research brief is a nicely prepared document with some useful statistics.  I presume, SASB intends to come out with some technical documents describing the performance indicators on each disclosure items. Also, some guidelines on auditing/verification and assurance would be useful as ISAE 3000 does not provide a very useful tool for auditing ESG standards.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	SASB Approach	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	<p>While I appreciate the extra time and our materials being referenced in this SASB guide, I am disappointed by the questions. I don't think SASB knows that these questions are often not: 1) relevant 2) answerable or 3) auditable.</p> <p>I will give SASB the benefit of the doubt and hope that there will be significant revisions after a well-intentioned but perhaps uninformed first attempt.</p> <p>I would like to be supportive of SASB and this process and I would suspect significant revisions after this round of feedback. If there aren't significant revisions, I suspect that the Sustainable Apparel Coalition will organize an industry response.</p>
Apparel, Accessories & Footwear	Survey comment	Other Comment	Corporations	D.N.A. - Other Comment	<p>I found this very interesting, and a good opportunity to be presented with the important topics of our industry well-documented all in one place. There is more complexity than can be shared here, though that is to be expected i think with a "brief."</p> <p>I came to this process a bit late, so i apologize for not having more time to give to processing this information and formulating better responses for you. If anything is unclear, please let me know.</p> <p>One logistical recommendation for the future would be to make these open response comment boxes bigger. It's hard to present coherent ideas when you can only see a few words at a time when typing (the earliest boxes were the worst for this). Spell check might have been helpful too.</p>
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Add Issue	Public Interest & Intermediaries	Fair/Living wage in supply chain	Most likely this is already covered in "working conditions in Supply chain" above. If not, that should be included along with some key issues like health and safety and freedom of association & collective bargaining
Apparel, Accessories	Working Conditions in the Supply Chain	Material Issue?	Market Participant	Yes	I feel as though the industry brief covers the issues surrounding this topic well.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
& Footwear					
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Investor support for federal bill calling for corporate disclosures on trafficking and slavery risks The Business Supply Chain Transparency on Trafficking and Slavery Act of 2014 (H.R. 4842).  See article on the concern that corporate programs are focused on minimal standards for wages, working hours and not supporting worker's rights for freedom of association - Corporate Social Responsibility and Freedom of Association Rights The Precarious Quest for Legitimacy and Control in Global Supply Chains <a href="http://pas.sagepub.com/content/40/4/609">http://pas.sagepub.com/content/40/4/609</a>
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	There is no way of avoiding the topic of third world labor and the impacts on those countries. Retail has been called out for fire and factory safety, and incidents like Tazreen and Rana Plaza put workers and brands at risk.
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Market Participant	Yes	would develop more the supply chain risk: quantity and quality supply risk, reputation risk, wages increase risk. Manufacturers do not know where most of their clothes are made. cf baptist aid research
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Corporations	Yes	Worker turn-over and absenteeism correlate to quality of product and on-time deliver hence it makes sense to improve working conditions which ideally would likely decrease turnover and absenteeism.  HERproject has some good studies on the links between absenteeism and worker productivity: <a href="http://herproject.org/">http://herproject.org/</a>
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	tough to debate this point after Rana Plaza



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Working conditions in the supply chain is one of the most significant risks that could affect the brand and reputation of an organization. Potential litigation could also result in significant damages. Labor unrest in the supply chain can also affect the operations of the buying company
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Market Participant	Yes	Rana Plaza is but one illustration of how poorly brands oversee "far off" supply chains. This could have an impact on brand and brand / asset valuation. Notwithstanding the progress of the past 20+ years (since the Kathy Lee Gifford fiasco with Wal Mart and the Nike challenges in Indonesia and Vietnam), insufficient progress has been made in this sphere. Most scale footwear and apparel companies do not know the full extent of their supply chain (down to Tier 2 and 3 suppliers). Audits are often announced and bribery is not uncommon. In addition, remediation is not always immediate or undertaken at all. Consider that Nike, the biggest and best player in the space, still discloses that a large % of their factories work overtime above their code standards. Consider, also, the Timberland Harvard Business Review article attached... <a href="https://hbr.org/2010/09/how-i-did-it-timberlands-ceo-on-standing-up-to-65000-angry-activists...">https://hbr.org/2010/09/how-i-did-it-timberlands-ceo-on-standing-up-to-65000-angry-activists...</a> and this at a company that is a leader in the space.
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	This issue has a significant chance of undermining a business so is critical to disclose.
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Having a supplier code of conduct is a first step. Auditing the compliance with the code across the supply chain is critical and a good next step. The problem is, there's an overreliance on boutique third-party auditors and a company may be receiving audit results indicating 100% compliance when in fact there are real working condition problems. Transparency of how a company is getting comfortable with working conditions in its supply chain not only bolsters the company's image publically, but it puts pressure on leadership to effectively minimize and eradicate poor conditions.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Apparel, Accessories & Footwear	Working Conditions in the Supply Chain	Material Issue?	Market Participant	Yes	There need to be an explanation of Accord and Alliance, which has critical differences, including many investors supported Accord over Alliance. The brief also should note that the European Accords contain key provisions including equal representations in the dispute settlement bodies between companies and workers. Related to the indicator, I am concerned that all of 5 companies on the list of representative companies in Appendix I, declined to become signatories to the Accords.
Appliance Manufacturing	Congratulations	Other Comment	Market Participant	D.N.A. - Other Comment	Well organized process, good use of time.
Appliance Manufacturing	Ind. Brief comment	Innaccuracy	Market Participant	D.N.A. - Innaccuracy	This point is relatively minor, so hopefully, it results in a quick-and-easy solution. I noticed that on page 4 "Extended Producer Responsibility" was capitalized. However, on page 3 of the Building Products & Furnishings research brief, the phrase is written in lower case. Small issue, but consistency always helps. My sense is that it should be lower case.
Appliance Manufacturing	Industry insights	Add Issue	Market Participant	Governance	A company's governance framework is also important in this industry. We believe that the oversight it provides and policies and programs it has in the governance and business ethics area, will support the product safety and environmental issues that may arise and help them effectively handle any issues, such as recalls or safety problems that occur.
Appliance Manufacturing	Metric comment	Other Comment	Market Participant	D.N.A. - Other Comment	The only disclosure area that was concerning was the 'total production' metric. Total production across an entity as measured by total units is not very comparable from one firm to another given the diversity of product mixes. If a company made just one product, then aggregating this data would be useful, but most companies have hundreds or even of thousands of individual sku's, which makes aggregate unit data comparisons, meaningless.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Appliance Manufacturing	Metric comment	Other Comment	Corporations	[PRODUCT SAFETY HAZARDS]	Document is well structured. Question on "normalization" and comparability is relevant. For example, we sell billions of lamps per year (also included in this survey I guess). A recall would comprise many, many products, whereas for some other companies a recall may impact far fewer products. That does not mean the impact of the first recall is bigger than that of the second. Next, there could be discussions on the number of recalls. In Philips, in our product hierarchy, a different color of a product would normally be a different "product". How is this addressed in case of recalls?
Appliance Manufacturing	New Angle	Add Issue	Market Participant	Chemical Footprint  [PRODUCT SAFETY HAZARDS]	Chemical Footprint:  An indication of potential risk posed by a product based on its chemical composition, the human and ecological hazard properties of the ingredients, and the exposure potential of the ingredients during its life cycle.
Appliance Manufacturing	New Angle	Add Issue	Corporations	product quality  [PRODUCT SAFETY HAZARDS]	product quality mean product value. Product quality affect the economic and social aspects. The higher the quality of the product, increases community members benefit, and increases community welfare. Product quality increase confidence between customers and businesses. This increases the value of companies, and improves the economic side.
Appliance Manufacturing	New Issue	Add Issue	Market Participant	Supply Chain  [SUPPLY CHAIN MANAGEMENT]	Does the company utilize third party suppliers for manufacturing? If so, worker EHS considerations must be made.
Appliance Manufacturing	New Issue	Add Issue	Market Participant	GHG Emissions  [ENERGY MANAGEMENT IN	I appreciate that a key strength of the SASB program is the focus on materiality by sector. However, a case could be made that climate change is a universal issue that affects all sectors. Manufacturing plants' Scope 2 emissions may be considered a material issue to manage in a resource-constrained market.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
				MANUFACTURING]	
Appliance Manufacturing	New Issue	Add Issue	Public Interest & Intermediaries	Manufacturing overseas versus U.S.  [SUPPLY CHAIN MANAGEMENT]	As we know, many of these products are made overseas - I think investors want to know this. For example, if 70% of a product is made in Russia or China, international relations could significantly impact this company
Appliance Manufacturing	New Issue	Add Issue	Public Interest & Intermediaries	ILO Labor laws  [SUPPLY CHAIN MANAGEMENT]	As we know much of the production is overseas, I think we should know where and what labor laws they are following/agreeing too. Manufacturing overseas and any challenges with those facilities have significant brand damage and consequences.
Appliance Manufacturing	New Issue	Add Issue	Corporations	Optimum exploitation of resources  [RESOURCE EFFICIENCY]	resources affect the economic and environmental aspects,
Appliance Manufacturing	New Issue	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment  [MATERIALS SOURCING]	Critical Materials for Electronics in Smart Appliances:  I think this metric would be very valuable to include. As supply chains get more complex and more global, large companies have a hard time managing and evaluating their supply chain risk, in terms of exclusivity of suppliers and available alternatives. Exposing a company's reliance on rare minerals with few substitutes, or with a heavy geopolitical or natural disaster risk, would certainly be beneficial for investors to know about.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Appliance Manufacturing	No action needed	Comment on Brief	Public Interest & Intermediaries	D.N.A. - Comment on Brief	I would like to know how much manufacturing happens overseas versus in U.S. and any studies related to the effects on brand related to not following ILO labor laws overseas
Appliance Manufacturing	No action needed	Other Comment	Market Participant	D.N.A. - Other Comment	We appreciate the work that you are putting into the creation of standards, for all industries, including the SASB Appliance Manufacturing Industry.
Appliance Manufacturing	Survey comment	Other Comment	Corporations	D.N.A. - Other Comment	i wish if there is a certified sent to the title of every person answered the survey, in order to encourage us to continue support sasb
Appliance Manufacturing	Product Lifecycle Environmental Impacts	Material Issue?	Market Participant	No	While interesting, when looking at some of the examples of potential metrics, none of them by themselves would likely be material to an investment thesis, but rather more part of the mosaic an analyst would pull together in analyzing a company.
Appliance Manufacturing	Product Lifecycle Environmental Impacts	Material Issue?	Public Interest & Intermediaries	Yes	Although LCI are material to the topic SASB should define a standard i.e., ISO so it can be compared within the sector/industry
Appliance Manufacturing	Product Lifecycle Environmental Impacts	Material Issue?	Market Participant	Yes	I feel as though the industry brief covers the issues surrounding this topic well.
Appliance Manufacturing	Product Lifecycle Environmental Impacts	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://www.aham.org/ht/a/GetDocumentAction/i/61360">http://www.aham.org/ht/a/GetDocumentAction/i/61360</a>  <a href="http://www.calpsc.org/products/thermostats">http://www.calpsc.org/products/thermostats</a>
Appliance Manufacturing	Product Lifecycle Environmental Impacts	Material Issue?	Market Participant	Yes	I really like the section about extended producer responsibility. I think that your committee was particularly forward-looking in this regard. I think that the information on the topic would be deepened with a discussion of plastics management. Please see the following link, related to plastics management topic: <a href="http://www.trucost.com/published-research/134/valuing-plastic">http://www.trucost.com/published-research/134/valuing-plastic</a>





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Appliance Manufacturing	Product Lifecycle Environmental Impacts	Material Issue?	Market Participant	Yes	Product Lifecycle environmental impacts is a key sustainability impact and companies need to be addressing takeback, beyond regulatory levels, as to how they can ultimately reduce their environmental footprint.
Appliance Manufacturing	Product Lifecycle Environmental Impacts	Material Issue?	Corporations	Yes	Resource scarcity, circular economy
Appliance Manufacturing	Product Safety Hazards	Material Issue?	Market Participant	Yes	With the advent of social media, and generally faster communication of information, recalls / product safety issues are becoming more of a headline and business risk and having more information in this area would be valuable.
Appliance Manufacturing	Product Safety Hazards	Material Issue?	Public Interest & Intermediaries	Yes	I am in full agreement, but would advise on collecting both Trade and Consumer recalls
Appliance Manufacturing	Product Safety Hazards	Material Issue?	Market Participant	Yes	I feel as though the industry brief covers the issues surrounding this topic well.
Appliance Manufacturing	Product Safety Hazards	Material Issue?	Market Participant	Yes	Again, kudos to your research team on a job well done! One question I found myself asking was "why are California regulations cited most often?" I ask out of curiosity. I am not sure if citing California regulations is the result of SASB being headquartered in the state, or if it is because the state has the most cutting-edge regulations. If there are examples from around the country (Minnesota, perhaps?), I believe that would add to the case that these issues are universally material. Your depth of references is already very strong, keep it up!
Appliance Manufacturing	Product Safety Hazards	Material Issue?	Market Participant	Yes	Reputational risks
Appliance Manufacturing	Product Safety Hazards	Material Issue?	Corporations	Yes	Product and process chemicals are receiving a lot of attention by NGOs



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Congratulations	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	The process has been very well organized; relevant and information; on-point and directional as to the areas of critical financial impact for sustainability disclosure topics.
Building Products & Furnishings	Congratulations	Other Comment	Market Participant	D.N.A. - Other Comment	Outstanding work as usual. Industry brief was valuable.
Building Products & Furnishings	Energy Management in Manufacturing	Add Issue	Market Participant	Air emissions/GHG emissions	Although emissions is related to energy usage, several companies report their direct and indirect emissions (resource heavy companies anyway). Stakeholders and shareholders are providing pressure for companies to show decreases in annual emissions. However, I think measuring emissions may be difficult and costly.
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Public Interest & Intermediaries	No	<a href="http://www.ab.com/onecontact/services/energy/">http://www.ab.com/onecontact/services/energy/</a>
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Corporations	No	Our industry is not energy intensive and while energy is something we closely manage, it is not material to the overall business. Energy cost is in neighborhood of 1 to 3% of cost as most so even a doubling would not significantly disrupt the business.
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Corporations	No	Ours is not an energy intensive industry. Energy is a small percentage of product cost. Supply of energy is not a major risk. Changes in energy cost will impact all industry participants to similar degrees
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Public Interest & Intermediaries	No	Our industry doesn't believe that total energy spend is not significant for furniture. All companies will have to get it from somewhere and even the most sustainable choices eventually garner all of the savings possible. It is a low impact area for these products and present only in the manufacturing process and not in the operation of the products.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Public Interest & Intermediaries	Yes	Inquiries from stakeholders continue to rise as demands for disclosures on social and environmental impacts increase. As per the E&Y US Sustainability Report issued in conjunction with GreenBiz identifies: at the top of the list of shareholder proposals are those focusing on efforts to reduce energy consumption. E&Y goes on to state that this acknowledges that energy efficiency not only increases competitiveness, but also reduces risks associated with volatile energy prices, etc. Efficiency in CapEx is also important in evaluating direct and indirect performance as the majority of energy efficient project, beyond those that are behavior in regard, are in forms of CapEx projects in order to drive lower energy consumption in manufacturing. You may also find more information from "Sustainable Investing" published by Deutsch Bank Climate Change Advisors (2012). Investments today have forward looking impacts.
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Corporations	Yes	How will natural gas and nuclear energy be classified? Currently, Appendix III only references electricity and renewable energy under the Accounting metric. Perhaps, the percentage grid electricity should be removed and just renewable/nonrenewable percentages should be included?
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Corporations	Yes	While our industry and products do not constitute extraordinary energy usage, it is one of the more easily measurable impacts and best conservation and sourcing practices must be in place to assure exemplary stewardship of resources, even if minimal compared to other industries.
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Market Participant	Yes	economic competitiveness
Building Products & Furnishings	Energy Management in Manufacturing	Material Issue?	Corporations	Maybe	It depends on whether carbon neutral biomass or other green energy source is used.
Building Products & Furnishings	Health Impacts of Chemicals in Products	Material Issue?	Corporations	No	We use commodities that are common across our industry and many other industries. Disruption in this area is not likely to be a differentiating factor for any single company. Without significant speculation on what might occur it is



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
					not much more than wild guessing on what might affect the value of our corporation.
Building Products & Furnishings	Health Impacts of Chemicals in Products	Material Issue?	Corporations	No	This may become material in the future as regulations evolve. Today we incur few costs due the cost of chemicals in products. All industry participants use similar materials with similar health impacts. On the healthy materials continuum our materials are relatively benign.
Building Products & Furnishings	Health Impacts of Chemicals in Products	Material Issue?	Public Interest & Intermediaries	No	All products use a variety of chemicals but staying away from certain chemicals of concern is dependent in large part on the supply chain. All manufacturers pursue better chemicals to meet customer demands.
Building Products & Furnishings	Health Impacts of Chemicals in Products	Material Issue?	Corporations	Yes	Agree only if the chemicals will result in an impact in the final product. Disagree with the inclusion of the Health Product Declaration in Footnote IV of Appendix III. The GreenScreen list upon which the HPD is based is not an authoritative list. In lieu of this list recommend including authoritative lists such as REACH, IARC, Prop 65, NTP, OSHA that have been scientifically reviewed and agreed upon by the scientific community. The HPD standard is not a consensus based standard. The HPD requires manufactures to declare their products "Hazards" just because they contain a chemical that is classified by the GreenScreen as a hazard end point. For liability reasons, manufacturers cannot declare that their products are "hazards", just because they contain a chemical like titanium dioxide which is classified as a carcinogen in respirable form. The HPD standard is not a standard that should be promoted by SASB. ASTM E60 is currently developing a consensus based standard which will require disclosure using authoritative lists. This standard should be used in lieu of the HPD if it is ready in time.
Building Products & Furnishings	Health Impacts of Chemicals in Products	Material Issue?	Corporations	Yes	Customer demands are driving greater ingredient disclosure. Those companies leading on this front will prosper while those resisting greater transparency will lose customers.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Health Impacts of Chemicals in Products	Material Issue?	Market Participant	Yes	need to ultimately achieve a closer to optimal balance between the items we choose to use to live and the impact on our responsibility to steward the environment for the long term benefit of all living things
Building Products & Furnishings	Ind. Brief comment	Innaccuracy	Corporations	D.N.A. - Innaccuracy	<p>On page 9, please delete “Currently, according to the EPA, PVC is considered a human carcinogen...” This is not true. Vinyl Chloride is a human carcinogen, not Polyvinyl Chloride (PVC). PVC is not considered a carcinogen by any organization that I am aware of.</p> <p>Does "Armstrong International" on page 8 refer to Armstrong World Industries? If so, please correct our company’s name. Should Research Brief and the associated References include a reference to AWI's 10K?</p> <p>Armstrong World industries it the largest producer of ceiling tiles in the world, yet the research brief does not include any mention of ceiling tiles. Are ceiling tiles included in this SASB Standard? If so, please expand the brief to discuss ceiling tiles.</p> <p>For over 15 years Armstrong has had a ceiling tile recycling program. We recycled all of our ceiling and our VCT Flooring products through a closed loop recycling program. The technical brief should call out such post-consumer (Extended Producer Responsibility ) programs.</p>
Building Products & Furnishings	Ind. Brief comment	Innaccuracy	Market Participant	D.N.A. - Innaccuracy	Excellent overall. One point, though: On page 8, it reads "Additionally, harmful flame retardants or VOCs are required by California Law to be used in..." Technical Bulletin 117 was amended in 2013 (TB 117-2013) so flame retardant materials are no longer required to meet the bulletin. Furniture manufactures may continue to add these toxic materials, but my understanding is with the new law, they are no longer "required" to. It would be helpful if a company reported if they add flame retardants.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Ind. Brief comment	Other Comment	Corporations	D.N.A. - Other Comment	<p>Page 8 - Sentences such as the following are misleading: "Specifically, substances like heavy metals, cadmium, and lead and phthalates found in vinyl, are known as endocrine disruptors often used in vinyl flooring and furniture". Please change "commonly found in vinyl" to "may be found in vinyl" and change "often" to "may be" or "potentially". Also, the use of the generic term "phthalates" should not be used. Refer to "ortho-phthalates", or "phthalates derived from phthalic acid" or list specific phthalates such as dibutyl phthalate (DBP) which are know endocrine disruptors, but do not use the generic term "phthalates". In our flooring, we use terephthalates. Terephthalates are derived from teraphthalic acid. Teraphthalates are not endocrine disruptors. Yet, the chemical name still bears the word "phthalate". For example, polyethylene terephthalate (PET) which is commonly used in plastic drink bottles is derived from a teraphthalic acid, but is not a known endocrine disruptors. Miss-use of words such as "phthalates" creates fear in the marketplace. The technical brief should educate, not mislead or perpetuated incorrect information.</p> <p>Thank you for the opportunity to provide feedback. Please do not hesitate to contact me if you require additional clarifying information (aacostello@armstrong.com).</p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Ind. Brief comment	Other Comment	Market Participant	D.N.A. - Other Comment	<p>* Small typo: on page 19 in the table "Extraordin-ary" has an unnecessary hyphen.</p> <p>* I have feedback regarding the organization of the research brief. I'm a little unclear as to how topics were chosen for placement under sub-headings. For example, "Product Lifecycle Environmental Impacts" falls under "Business Model and Innovation." Also, "Wood Sourcing Risks" falls under "Leadership and Governance." Both of these topics might fit under "Environment." My suggestion is further clarify how the organization choices were made.</p> <p>* Lastly, I like the term "Social Capital" and I might suggest adding "Capital" to "Environment" as well, resulting in a sub-heading of "Environmental Capital." I think the term "capital" highlights the idea that responsible environmental stewardship generates value.</p>
Building Products & Furnishings	Industry insights	Add Issue	Corporations	impractical Consumers	Consumers making excessive demands that are not technically or scientifically founded. Requests are often based on emotional incomplete understanding of science.
Building Products & Furnishings	Industry insights	Add Issue	Corporations	Impractical ;poorly conceived regulations	Regulations that while well intended are poorly founded. For example Conflict minerals compliance is coming at a significant cost while really doing little to further the cause of avoiding human rights abuses. The cost of complying with these kinds of regulations could be significant and selectively affect companies given that compliance is required by public companies only. Non public companies are not covered.
Building Products & Furnishings	Industry insights	Comment on Brief	Public Interest & Intermediaries	D.N.A. - Comment on Brief	Segment is too wide and represents very different business models and material streams.
Building Products & Furnishings	Industry insights	Comment on Brief	Corporations	D.N.A. - Comment on Brief	The brief was attempting to cover too wide an industry grouping where there are vastly different business models and material streams. Too many overly broad assumptions.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Industry insights	Comment on Brief	Corporations	D.N.A. - Comment on Brief	The brief covered many industries in the building products sector, Which have very different business models. Much of the brief, including the disclosure topics and metrics was not relevant to the furnishings industry.
Building Products & Furnishings	Industry insights	Other Comment	Corporations	D.N.A. - Other Comment	To echo support for the holistic approach, multi-attribute standards and life cycle thinking is necessary. Many single attribute programs were necessary to bring attention to energy, water, air quality, and other specific issues in the beginning of the environmental and green building movements. However, they can no longer be addressed in isolation and must be weighed in context with all other legitimate sustainability criteria to make sure that single issues don't lead us down a path at the expense of other issues that, when summed, are just as critical to surviving and prospering.
Building Products & Furnishings	New Angle	Add Issue	Corporations	Indoor Environmental Quality  [PRODUCT LIFECYCLE IMPACTS]	Indoor Environmental Quality - Was any thought given to the impact of building material on the indoor environmental quality. For example, what about products that make life better for occupants - increase light reflectance, improve thermal value (reduce energy consumption in the building), improve acoustics; improve performance (students learn better, because of better acoustics of more exposure to daylight). Just a thought.
Building Products & Furnishings	New Angle	Add Issue	Corporations	Social Responsibility  [PRODUCT LIFECYCLE IMPACTS]	Sustainability is more than an environmentally preferable product discussion. Social criteria is necessary to the conversation. BIFMA members recently worked with the USGBC to develop Social Equity Credits similar to those used in the ANSI/BIFMA e3 Furniture Sustainability Standard.
Building Products & Furnishings	New Issue	Add Issue	Corporations	Waste Material Generated (tons)  [WASTE MANAGEMENT]	Unwanted materials generated by a manufacturing facility that is send to landfill or incineration facility as a means of final disposal. Reducing waste has many positive environmental impacts beyond resource conservation. For example, reducing waste means less reducing energy and greenhouse gases associated with the original production of the wasted raw materials.





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
				IN MANUFACTURING]	
Building Products & Furnishings	New Issue	Add Issue	Market Participant	Water consumption and discharge  [WATER MANAGEMENT]	This is another important topic for shareholders since resource heavy companies may use large amounts of water during production, as well as discharge water back into local watersheds. Several companies are reporting this data in Sustainability Reports
Building Products & Furnishings	New Issue	Add Issue	Market Participant	water withdrawal  [WATER MANAGEMENT]	Just as I think about green house gas emissions, I think that water usage is a universal issue. It may be arguably more important because it is the single most essential chemical compound for all forms of life. Considering this fact, it seems that all businesses should be considering water usage. While it is not sector-specific, it is material. I would draw an analogy to the idea of "competition," which is a universal risk that all companies are exposed to and have to manage.
Building Products & Furnishings	New Issue	Add Issue	Market Participant	ILO  [LABOR RELATIONS] + [WORKING CONDITIONS]	Labor standards
Building Products & Furnishings	New Issue	Add Issue	Market Participant	measurement of aggregate resources used  [RESOURCE EFFICIENCY] +	The resources elements you have cited (wood, energy) are perhaps the most important but do not achieve the comprehensive views needed to truly transform manufacturing processes to a sustainable standard



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
				[WATER MANAGEMENT] + [WASTE MANAGEMENT]	
Building Products & Furnishings	New Issue	Add Issue	Public Interest & Intermediaries	Human rights / labor  [LABOR RELATIONS] + [WORKING CONDITIONS]	Labor practices in factory work has been a massive issue in the apparel industry since the 80s... it's only something that is growing in importance in other manufacturing settings.
Building Products & Furnishings	New Issue	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment  [LABOR RELATIONS] + [WORKING CONDITIONS]	I understand social capital aspects are focused on health impacts, but for this industry the greatest impact is related to Human Rights, Wages and working conditions. These are costly to measure. I suggest to add this to a second version and start to determine standard to measure and track these aspects.
Building Products & Furnishings	New Issue	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment  [LABOR RELATIONS] + [WORKING CONDITIONS]	I would strongly encourage the inclusion of human rights and labor either directly or by supplier manufacturers.
Building Products & Furnishings	No action needed	Add Issue	Public Interest & Intermediaries	Impractical regulations	For example, trying to regulate conflict minerals from the end of the supply chain.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	No action needed	Other Comment	Market Participant	D.N.A. - Other Comment	I provided comments in the metrics section.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Add Issue	Corporations	Carbon Impact of the Product- Does it sequester carbon or is it a net emitter of carbon	Some products because of the nature of the material and the manufacturing processes of those materials are more carbon friendly than others. I think it is important to look at carbon-impacts specifically.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Public Interest & Intermediaries	No	<a href="http://www.technologystudent.com/prddes1/prodcyc1.html">http://www.technologystudent.com/prddes1/prodcyc1.html</a>
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Corporations	No	Current LCAs are based on marginally reliable data sets, speculative information and overly broad assumptions.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Corporations	No	This may also become material at a some point in the future. Today data and methodologies to identify and measure life cycle impacts are still being developed and comparative measurements between companies are highly unreliable.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Public Interest & Intermediaries	No	Current LCAs is based on marginally reliable data sets. Currently too much variability in results.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Public Interest & Intermediaries	Yes	Define a standard for the LCI e.g., ISO



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Corporations	Yes	A manufacturer cannot understand the environmental impacts of his products or how to improve the impacts associated with those products until he understands the LCA impacts. The only true way to make a product better is by understanding the LCA impacts and making adjustment to reduce the environmental footprint. For this reason, the concepts should be included. Will this standard require Environmental Product Declarations (EPD) or just LCA documentation - either way it should reference the applicable standards – LCA – ISO 14040 and 14040 and EPD – ISO 14025.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Corporations	Yes	While there is currently too much variability in LCA measurement and results (NEW BIFMA REPORT: LIFE CYCLE ASSESSMENT - WONDERFUL TOOL, USE WITH CARE, <a href="https://www.bifma.org/news/news.asp?id=203345">https://www.bifma.org/news/news.asp?id=203345</a> ), a balanced and holistic approach to product design, manufacturing, and end-of-life fate needs to evolve so that truly sustainable decisions can be made at each juncture.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Market Participant	No	This issue seems to impact companies longer-term and is not likely to have a material impact on sales and profits over most investors' investment horizon.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Corporations	Maybe	The environmental impact throughout a product's lifecycle is material to investors, but a lack of standard and consistent approaches to lifecycle analysis can distort the perception of risk.
Building Products & Furnishings	Product Lifecycle Environmental Impacts	Material Issue?	Market Participant	Yes	provides feedback as to optimal balance of product longevity and efficient use of resources
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Public Interest & Intermediaries	No	<a href="http://sourcing.gftn.panda.org/index.php?id=35">http://sourcing.gftn.panda.org/index.php?id=35</a>
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Corporations	No	Illegal logging and importation are already highly regulated and is not likely to be a item that would materially impact our company or our industry.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Corporations	No	The potential for using illegally harvested imported wood is very minimal in the office furniture.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Public Interest & Intermediaries	No	Office furniture industry doesn't use a lot of imported wood.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Public Interest & Intermediaries	Maybe	Consideration may also be given to the rating levels of 3rd party sourcing for wood sourcing. Of course the higher the rating in the supply chain the more directional the certification would yield etc.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Corporations	Yes	At a minimum, require companies to have purchasing policies in place which require suppliers to comply with all laws in the country of origin and which prohibit importation from countries identified as unreliable sources of legal lumber. Also, mention that wood purchased outside the US and Canada must demonstrate compliance with the U.S. Lacey Act (16 U.S.C. §§ 3371-3378,) or maybe require that the source of the wood be identify. As a company, Armstrong World Industries offers certified wood, however the cost differential associated with FSC certified wood products is prohibitive for most customers. So, the metric identified is not a good metric. Considered using a metric such as the percentage of wood sources in countries that are not deemed unreliable sources or classified as High Risk Countries.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Public Interest & Intermediaries	Yes	IKEA is a great example. Unsustainable wood harvesting in a massive 1% of the world's forests is a giant footprint and is, some would argue the most important raw material in its products. <a href="http://gizmodo.com/ikea-uses-a-staggering-one-percent-of-the-worlds-wood-677540490">http://gizmodo.com/ikea-uses-a-staggering-one-percent-of-the-worlds-wood-677540490</a>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Corporations	Maybe	While wood is good (and renewable), the office furniture industry doesn't use a lot of wood in its total materials mix (about 25% of shipments are "wood furniture" as opposed to metal, plastic, and other types of furniture) so I am not sure how valid of a disclosure topic it would be for the office furniture industry. There may be too many variables involved such the availability (or lack) of sustainably harvested woods in various locations of the world that would further skew the sourcing question. The great majority of the some 5,800 products that are level® certified to the ANSI/BIFMA e3 Furniture Sustainability Standard ( <a href="http://products.levelcertified.org/?p=3">http://products.levelcertified.org/?p=3</a> ), and that are using wood in their products, are achieving the available points in Section 5.6 for "Bio-based Renewable Materials - Sustainable Wood" through certification to the Forest Stewardship Council (FSC) program. I think customers care deeply about where their wood products come from but there doesn't seem to be enough differentiation from company to company to warrant a large focus on it.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Market Participant	Yes	Sourcing is a risk not just for wood but for other materials. The Tile Shop is also a company that had issues when the concern was raised that some of its product might have high lead levels.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Market Participant	Yes	The Union of Concerned Scientists issued a strong piece this year titled "Planting for the Future: How Increased Demand for Wood Products Could be Friendly to Tropical Forests." I think that the piece strikes a great business-friendly tone, which shows how important it is for the industry to use best practices in terms of sourcing wood.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Corporations	Yes	The availability of natural resources and conservation practices to offset depletion are important to the viability of many companies and as such is material.
Building Products & Furnishings	Wood Sourcing Risks	Material Issue?	Market Participant	Yes	long term need to use wood resources sustainability



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Drug Retailers & Convenience Stores	Industry insights	Innaccuracy	Corporations	D.N.A. - Innaccuracy	On page 2, it states that drug and convenience store retail is not capital intensive. I beg to differ. It costs between \$3m and \$7m to build one store, and then we have to stock it. Perhaps this is a relative comment to some other industries that are much more intense, but relative to the PBM space, drugstores is capital intensive.
Drug Retailers & Convenience Stores	Industry insights	Other Comment	Corporations	D.N.A. - Other Comment	Many of the topics discussed involve varying degrees of government regulation. To the extent that we are in compliance with existing regulations, the average investor does not need to know how it is that we do this, generally speaking. What would be material would be a breach of regulations and subsequent penalties that might be enforced. And much of that is already information that must be disclosed.
Drug Retailers & Convenience Stores	New Issue	Add Issue	Public Interest & Intermediaries	Product labelling  [PRODUCT LABELING]	Clear and transparent labelling is critical to ensuring the fiduciary duty of the selling of drugs to consumers is met.
Drug Retailers & Convenience Stores	New Issue	Add Issue	Market Participant	Drug pricing  [ACCESS & AFFORDABILITY ] or [PRICING TRANSPARENCY ]	This goes beyond drug retailers, but additional disclosure regarding the consumer pricing/reimbursement from PBMs/insurers, and partnerships affecting such pricing would be helpful.
Drug Retailers & Convenience Stores	New Issue	Add Issue	Public Interest & Intermediaries	Ingredients in personal care products  [PRODUCT LABELING] or [SUPPLY CHAIN MANAGEMENT]	Drug retailers and convenience stores sell personal care products. While these sales are not nearly as large as the sale of drugs and prescription medicines, they are still significant in their social and environmental impacts.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Drug Retailers & Convenience Stores	New Issue	Add Issue	Public Interest & Intermediaries	Plastic bags [END OF LIFE or LIFECYCLE context?]	Drug stores use large quantities of plastic bags for selling their products. While there is some local govt efforts to reduce this, corporations should take initiative and reduce the use of plastic bags.
Drug Retailers & Convenience Stores	New Issue	Add Issue	Public Interest & Intermediaries	Food [PRODUCT SELECTION & SUPPLIER MANAGEMENT]	Drug stores sell chips, soda, candy, etc. and are a main source of purchase for these items. The health impacts here are significant and should be considered.
Drug Retailers & Convenience Stores	New Issue	Add Issue	Public Interest & Intermediaries	Branded products or supply chain responsibility [PRODUCT SELECTION & SUPPLIER MANAGEMENT]	Like a retailer, drug retailers and convenience stores biggest ESG impacts are through the products they sell
Drug Retailers & Convenience Stores	No action needed	Comment on Brief	Public Interest & Intermediaries	D.N.A. - Comment on Brief	While the research brief was a thorough overview of the industry, it left out other key issues that some may think are material. It would be helpful if it overviewed all of the issues and then showed which ones are material.
Drug Retailers & Convenience Stores	No action needed	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	The research brief was thorough and useful in explaining the key aspects of the industry. As noted before, additional issues could be reviewed as well.
Drug Retailers &	SASB Approach	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	Useful process but would be more valuable if it could be of more relevance outside of the US.





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Convenience Stores					
Drug Retailers & Distributors	Counterfeit & Compromised Drugs in the Supply Chain	Material Issue?	Market Participant	Maybe	Agreed that it should be a disclosure topic. Regulatory issues/grievances are already disclosed and provide the material info.
Drug Retailers & Distributors	Counterfeit & Compromised Drugs in the Supply Chain	Material Issue?	Corporations	Maybe	Counterfeit drugs being returned are not unlike any other item in inventory that has been recalled. From an investor's viewpoint, our reporting to government agencies should suffice to satisfy their need to know that we are in compliance. Reporting it as material is really unnecessary.
Drug Retailers & Distributors	Data Security & Privacy	Material Issue?	Public Interest & Intermediaries	Yes	This will be an increasingly material issue as drug and convenience stores grow in their role of providing medical care.
Drug Retailers & Distributors	Data Security & Privacy	Material Issue?	Market Participant	Yes	Retailers are privy to customers' private information via which drugs they are prescribed and need to handle the information and disclosure to employees who don't need to know and the general customer base very carefully.
Drug Retailers & Distributors	Data Security & Privacy	Material Issue?	Corporations	Yes	We handle a lot of data. How we do that is critical to our business model. Investors should be able to assess the confidence they have in our success rooted in how we do that.
Drug Retailers & Distributors	Employee Diversity & Inclusion	Material Issue?	Market Participant	Maybe	This relates to a more qualitative judgement of sustainability than quantitative analysis of a company's financials. I think it is relevant, and should be noted, but the direct applicability is weaker than some of the other disclosure topics.
Drug Retailers & Distributors	Employee Diversity & Inclusion	Material Issue?	Public Interest & Intermediaries	Maybe	While employee diversity is important for effective distribution of drugs and healthcare, this issue seems less unique to this industry and would therefore be material for many industries.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Drug Retailers & Distributors	Employee Diversity & Inclusion	Material Issue?	Market Participant	Yes	The customer base is diverse and a diverse employee base will be better able to address the needs of customers.
Drug Retailers & Distributors	Employee Diversity & Inclusion	Material Issue?	Market Participant	Maybe	I agree with in theory that employee diversity can have a material impact on the long-term sustainability of a business. However, in my experience, I have not encountered a case where this topic has had a material impact on business results.
Drug Retailers & Distributors	Employee Diversity & Inclusion	Material Issue?	Corporations	No	How diverse we are and how inclusive we are is not critical to the operations of the business, from an investor's viewpoint. Yes, over the long run, diversity could strengthen the company and provide for greater prospects, but the investor does not need to know the details. Simply stating a percentage of groups represented indicates nothing to the investor about performance or sustainability. It only creates a datapoint for someone to include in some ranking on Diversity Inc.
Drug Retailers & Distributors	Energy Management in Retail	Material Issue?	Public Interest & Intermediaries	Yes	Energy management is a material issue for this industry most notably due to climate change externalities and energy resource availability in the future.
Drug Retailers & Distributors	Energy Management in Retail	Material Issue?	Corporations	No	Energy management is becoming a larger focus for investors from a social standpoint, but I believe we are years away from energy management being a material topic for investors. It's another way in which we manage our spending, and right now that is a detail that does not need to be broken out externally.
Drug Retailers & Distributors	Management of Controlled Substances	Material Issue?	Corporations	Maybe	It might be material only to the extent that we run afoul of government regulations. The management of it in and of itself is typically tightly regulated and how it they move through our system would not be material.
E-Commerce	Data Privacy	Material Issue?	Public Interest & Intermediaries	Yes	The negative impact to Target's 2013 sales resulting from a security breach should support the assertion that data protection is important



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Data Privacy	Material Issue?	Corporations	Yes	the ability to properly protect customer data presents a significant reputational risk which will ultimately impact the entity's revenue and financial results.
E-Commerce	Data Privacy	Material Issue?	Public Interest & Intermediaries	Maybe	While I feel like consumers value data privacy I don't think they have a very developed understanding of their role or the consequences. Examples would be the popularity of facebook and twitter. The trend is to be public through social media and the expectation is that through sharing (or retail marketing) consumers will be more connected to the brands they like and be trusting with select brands.
E-Commerce	Data Privacy	Material Issue?	Market Participant	Yes	I think that the research brief did a strong job demonstrating that companies are challenged to strike a balance between catering to customer preferences and avoiding impeding on privacy. It may be useful to provide further evidence of legal action being taken globally to defend customer privacy. Although Google may not be classified as a pure e-commerce company, I would highlight it's struggles with data privacy regulations recently. As you know, in May, the European Court of Justice issued a decision in favor of the so-called "right to be forgotten." The court ruled that individuals can request that search engines remove links to news articles, court judgments, and other documents in search results for their name. The ruling may result in increased costs for the company and its competitors, related to processing requests to have information removed. In February, Google admitted that it provides the US National Security Agency ("NSA") with information twice per year as part of the NSA's PRISM data mining program, infringing upon the privacy of thousands of customers. Issues such as these demonstrate that the company risks being perceived by its users as an insecure facilitator of information exchange on the internet.
E-Commerce	Data Privacy	Material Issue?	Public Interest & Intermediaries	Yes	Customer data privacy is a commercial issue for firms doing business in Europe and other nations and failure to address it reduces market opportunity and lowers customer loyalty



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Data Privacy	Material Issue?	Market Participant	Yes	Data privacy is related to but distinct from data security issues. Companies must be competent handlers sensitive data, of course, but they also face material risks from using practices that are, or are likely to be, considered invasive. This risk comes from both consumers and regulators. These links provide some good relevant content:  <a href="https://rankingdigitalrights.org/">https://rankingdigitalrights.org/</a>  <a href="https://otalliance.org/initiatives/privacy">https://otalliance.org/initiatives/privacy</a>
E-Commerce	Data Privacy	Material Issue?	Corporations	Yes	Same answer as above regarding the risks of breaches and fall out.
E-Commerce	Data Security & Fraud Protection	Material Issue?	Public Interest & Intermediaries	Yes	Security breaches should be a required disclosure. If possible, estimated cost should be discussed, number of individuals impacted and the nature of the impact. Anticipated impact on future revenues should be discussed.
E-Commerce	Data Security & Fraud Protection	Material Issue?	Corporations	Yes	an entity's ability to provide data security and protect against fraud will be significant to its reputation and therefore to its revenue and results
E-Commerce	Data Security & Fraud Protection	Material Issue?	Public Interest & Intermediaries	Maybe	While data security and &Fraud are important factors to consumers, I don't feel that consumers feel that related issues are caused by the retailer. The wrong isn't committed by the retailer so it's often more important how they deal with the issue after it has occurred. Proper management may also improve the customers' opinion of the brand.
E-Commerce	Data Security & Fraud Protection	Material Issue?	Corporations	Yes	The managing of large consumer data bases which contain personal and financial data is a massive responsibility and also represents a major downstream risk.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Data Security & Fraud Protection	Material Issue?	Market Participant	Yes	I think that highlighting examples of companies that have been victim of fraud would be helpful, in either the "Evidence" or "Value Impact" sections. It might be helpful to highlight the TJX hacking incident discovered in 2006, which compromised 94 million credit card accounts. This incident remains one of the largest data breaches at any retailer in history. As a result, the Company spent or set aside \$250 million for breach-related costs, and its brand suffered. TJX has not been subject of such a scandal since then, but fellow retailers recently been victimized, such as Target and Home Depot. Vigilance in data security will continue to be a priority, especially as customer transactions become increasingly digitalized. I think that the research brief makes a valuable connection between pure e-commerce companies and retailers, and this example furthers that connection.
E-Commerce	Data Security & Fraud Protection	Material Issue?	Market Participant	Yes	secure payment options are becoming more and more important
E-Commerce	Data Security & Fraud Protection	Material Issue?	Public Interest & Intermediaries	Yes	<p>Consumer International published research in 2013 on the consumer protection framework internationally. In the research can more information be included as concerns the level of protection as relates to data security and fraud that is available or unavailable by country or region. It was an excel document which surveyed more than 50 countries worldwide.</p> <p>email: Director CI Ms. Amanda Long <a href="mailto:along@consint.org">along@consint.org</a></p> <p>HelenMc Callum (Former director) <a href="mailto:consint@consint.org">consint@consint.org</a></p> <p><a href="http://www.consumersinternational.org/news-and-media/resource-zone?issue=Consumer%20Protection%20and%20Law&amp;language=&amp;sort=&amp;page=1">http://www.consumersinternational.org/news-and-media/resource-zone?issue=Consumer%20Protection%20and%20Law&amp;language=&amp;sort=&amp;page=1</a></p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Data Security & Fraud Protection	Material Issue?	Public Interest & Intermediaries	Yes	Failure to address these issues by a firm expose them to material financial risk and their customers to privacy and ID theft risks
E-Commerce	Data Security & Fraud Protection	Material Issue?	Market Participant	Yes	<a href="https://www.dashlane.com/securityroundup">https://www.dashlane.com/securityroundup</a>  <a href="https://otalliance.org/">https://otalliance.org/</a>
E-Commerce	Data Security & Fraud Protection	Material Issue?	Corporations	Yes	Tremendous public exposure to recent industry data breaches has brought focus to our processes.
E-Commerce	Employee Recruitment, Inclusion, and Performance	Innaccuracy	Market Participant	D.N.A. - Innaccuracy	The employment portion of the brief mentioned the "potential" lack of diversity in the applicant pool for STEM-related jobs. However, this can be factually documented and renders most of the rest of the discussion of this topic (lack of diversity, how employers can expand the pool, etc.) moot. This is a political topic, not one that should be interjected into financial analysis of stocks.
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Market Participant	No	E-commerce companies tend to have work forces that skew towards white and Asian males as well as foreign nationals. However, there is no evidence that these companies prefer this situation and all evidence points to this being the outcome of a qualified applicant pool population that reflects these demographics.
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Public Interest & Intermediaries	Yes	The use of part time and temporary employees and the inclusion / exclusion of those employees from salary pay scale and benefits afforded to full time permanent employees should be disclosed.
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Market Participant	Maybe	This is the least material issue from the investor perspective.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Corporations	Yes	Matters around employee recruitment and treatment are important social factors which financial statement users and customers will care about.
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Public Interest & Intermediaries	Maybe	While employee recruitment and retention is always important, the driving force of E-Commerce is provided by programmers. Programming has become a worldwide service and retailers can select from a wide candidate pool. Some businesses utilize virtual or overseas programmers on contract basis so there is less emphasis on retaining an employee for long periods of time.
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Market Participant	Maybe	<p>This section is valuable, but I have reservations. I think that the discussion about the shortage of STEM-qualified workers, and the resulting competition for human resources is important. However, I think that the challenge is to avoid focusing on superficial indicators of diversity. For example, highlighting "a larger proportion of white or Asian male employees" may not capture the appropriate nuance of diversity. "Asian" refers to a group of people from a continent of nearly 50 different countries, and "white" refers to a group arguably even larger and more amorphous. Traditionally, diversity initiatives have focused on fairness for legally protected groups of people. I believe that institutionalized practices to combat systemic sexism and racism is important too. However, I think that companies will benefit most from diversity of perspective, skills, and experience. Deloitte published a valuable piece on this topic last year on the "diversity of thought": <a href="http://dupress.com/articles/diversitys-new-frontier/">http://dupress.com/articles/diversitys-new-frontier/</a></p> <p>I would also suggest that the paragraph that starts on p.21 and runs into p.22 might benefit from further revision. There seems to be a mix of arguments and logic that can be ironed out. The paragraph states that "recruiting and developing a more diverse talent pool can help alleviate the STEM talent shortage." It is not clear to me how hiring for diversity will address the STEM</p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
					<p>talent shortage. It seems to me that the companies have to work within the reality of the marketplace. A company does not hold responsibility to address the systemic shortage of STEM workers, but rather to position itself to hire the best talent. And when explaining that "increasing pressure to consider enhancing the diversity of their workforce," it would be valuable to explain where this pressure is coming from. Is it coming from socially responsible investors? Advocacy groups? Customers? I think explaining what pressure is external and what pressure is internal would be helpful for understanding the dynamics.</p> <p>I think the arguments about fostering innovation, connecting with customers, and creating attractive work cultures for talent retention are all tangible benefits of a diverse workforce. I would recommend considering expanding on diversity as a deeper concept, in addition to explaining the challenge of addressing systemic biases against under-represented groups. I would also flesh-out how the brief explains the dynamics related to the STEM shortage, diversity, and related pressures.</p>
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Market Participant	Yes	We see eg in germany bad working conditions at amazon leading to dissatisfaction and negative financial impact
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://www3.weforum.org/docs/WEF_GlobalCompetitivenessReport_2014-15.pdf">http://www3.weforum.org/docs/WEF_GlobalCompetitivenessReport_2014-15.pdf</a>
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Public Interest & Intermediaries	Maybe	I fear this is a bit too vague





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Employee Recruitment, Inclusion, and Performance	Material Issue?	Corporations	No	General stakeholder community in this industry has yet to make this a priority based on our experience to date.
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Other Comment	Market Participant	D.N.A. - Other Comment	I think the research brief was correct in assuming that data centers should be one of the main focus of investors concerned with ESG in this industry.
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Public Interest & Intermediaries	No	Because the consumption would be limited
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Corporations	Yes	significant to environmental sustainability
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Public Interest & Intermediaries	Yes	The cost of water in desert climates (e.g. San Diego, Nevada, Arizona, Texas) is expected to increase significantly (over 400% in Southern California per San Diego County Water Authority estimates). There is a nexus between water use, energy, and carbon. Therefore, savings in one area is realized in the others. Both energy and water are mission critical systems for data centers and an interruption in service has material financial impacts on an E-Commerce company to do business.
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Corporations	Yes	Clearly the reliance on massive data centers which drive all online traffic, ordering, logistics, inventories etc. continue to move environmental footprints from traditional bricks and mortar retailers and shift those burdens to other areas of the supply chain.
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Market Participant	Yes	Large logistic centers are very energy consuming



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Public Interest & Intermediaries	Yes	The price of oil and gas is presently falling, can a percentage measure of the impact of this be included in the research. The discovery and use of SHALE should be considered when mentioning energy. Much emphasis is placed on the material energy requirements but there is little focus on the current changes which impact upon the operational cost associated with these requirements.
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Public Interest & Intermediaries	Yes	Cost reduction and GHG footprint reduction are important for any fir,
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Market Participant	Yes	<a href="http://www.thegreengrid.org/library-and-tools.aspx">http://www.thegreengrid.org/library-and-tools.aspx</a>
E-Commerce	Energy & Water Footprint of Hardware Infrastructure	Material Issue?	Corporations	Yes	Conservation of these resources positively impact our bottom line in addition to protecting the environment.
E-Commerce	Ind. Brief comment	Inaccuracy	Corporations	D.N.A. - Inaccuracy	<p>Page 13 - please specify the 44% of ebay energy use number is for 2012.</p> <p>Also, I believe the savings are \$2 million from avoided server upgrades, rather than \$200 million.</p> <p>Page 17 - media coverage of eBay's response to the data breach was more varied than your selected quote implies. Also, more information on response and cost to the company is available. Suggest you revisit.</p> <p>Page 23 - prefer you say "eBay acknowledges" rather than "eBay admits" that more work is needed.</p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Ind. Brief comment	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	Include more countries
E-Commerce	Ind. Brief comment	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	Although the focus of SASB is on U.S.-based companies I'd like to have more details for E-Commerce employees based in U.S. vs. overseas as well as product development/manufacturing completed overseas.
E-Commerce	Ind. Brief comment	Other Comment	Market Participant	D.N.A. - Other Comment	<p>* The brief is high quality - I learned a lot and was inspired. Congratulations! I have a few suggestions for improvement, as a former editor:</p> <p>^ p. 1, 3rd full paragraph. It isn't clear what the point of the paragraph is. I would recommend a clear topic sentence before going into the examples.</p> <p>^ p. 2, 3rd full paragraph, last two sentences are confusing. I would recommend reorganizing. Here's an attempt: "E-Commerce firms benefit from zero storefront management needs, which results in lower operating costs compared to their brick-and-mortar competitors. For example, wage costs for e-commerce firms average 6.2 percent of revenue, versus 8.7 percent for retail warehouse clubs and superstores."</p> <p>^ p. 7, second bullet on the right-hand column. The sentence tries to capture many ideas, and creates a jumble. Maybe it would be better to split it into 2 points, and make it more elegant: "1) Retaining and developing human talent in a competitive market for a limited pool of STEM-trained workers; 2) Ensuring workforce diversity."</p> <p>^ p. 9 first full paragraph, last sentence. It is difficult to understand in its current form. Here's a suggestion: "Companies that need large amounts of water to cool data centers may need to contend with water scarcity issues, which may cause cost increases, supply disruptions, and social tensions."</p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Ind. Brief comment	Other Comment	Corporations	D.N.A. - Other Comment	Thorough overview and pressure points presented. Would like more industry examples as part of bench marking exercise.
E-Commerce	Industry insights	Add Issue	Public Interest & Intermediaries	trade laws and protectionism	Incoterms ,trade laws, and protectionism impact upon E-commerce.Focus can be put on administrative redtapes which impact e-commerce(the emphasis on green laws and green products in certain regions like EU) and how these impact green laws.
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Public Interest & Intermediaries	Yes	Use of third party shippers in effect become “suppliers” and should be subjected to the same type of scrutiny and disclosure traditional suppliers.
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Market Participant	Maybe	I am not against having Logistics and Packaging Efficiency as a disclosure topic but think that it might be hard for companies to provide this information - particularly when the company has no control over shipping and acts as a market place as in the case of EBay or where Amazon sources the product from third party vendors. If information is incomplete then I question the validity of it.
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Corporations	Yes	these elements can have a significant impact on environmental sustainability
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Public Interest & Intermediaries	Yes	Shipping is a significant cost to E-Commerce retailers as stated. As a result, locating distribution centers near areas with high customer density can have significant savings. When there is a choice (e.g. Amazon) prioritizing shipping location by proximity to customer has significant value both for brand (supporting local community), reducing carbon associated with shipping, reducing cost and shortening shipping timeframes.
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Corporations	Yes	This footprint continues to increase and energy and material consumption of primary and secondary packaging create larger aggregated footprints and represent unique opportunities to reduce cost, inefficiencies and reduce environmental impacts.
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Market Participant	Yes	The main topic for e-commerce in the the near future (direct shipping via drones or other means within ours to the consumer)



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Public Interest & Intermediaries	Yes	Efficiency = savings
E-Commerce	Logistics & Packaging Efficiency	Material Issue?	Corporations	Yes	Again, positive impacts to our bottom line in a very competitive and dynamic industry.
E-Commerce	New Angle	Add Issue	Public Interest & Intermediaries	Packaging take back or recycling  [LOGISTICS & PACKAGING EFFICIENCY]	E-Commerce generates tons of packing material waste. There is almost nothing being done to enhance take back or recycling of these paper products.
E-Commerce	New Issue	Add Issue	Public Interest & Intermediaries	Fair Marketing and Advertising  [FAIR MARKETING AND ADVERTISING]	Because there is so much competition there is pressure to get your message heard. This can lead to bait and switch or additive charges for goods after you've committed to buying them.
E-Commerce	New Issue	Add Issue	Public Interest & Intermediaries	Lifecycle impacts of products and services  [END-OF-LIFE MANAGEMENT]	Producer responsibility legislation is being developed in California. E-commerce may not consider the lifecycle of their products because they either do not produce the original product or they do not want to pay for multiple shipments/returns of a unit. The implications of product buy-back will be material from a financial and operations standpoint.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
E-Commerce	New Issue	Add Issue	Market Participant	Labor and human rights issues  [SUPPLY CHAIN MANAGEMENT]	This includes labor controversies at companies like Amazon and supply chain impact of certain ecommerce companies with online apparel or related sales. Companies that simply facilitate transactions like ebay and Alibaba do not face this risk, but others do. I do not have a discrete study relating to this handy, but news coverage of individual company issues abounds. I do not believe it is as material as the other named issues at this point, but definitely bears watching.
E-Commerce	New Issue	Add Issue	Market Participant	Supply chain transparency  [SUPPLY CHAIN MANAGEMENT]	E commerce companies, particularly Amazon, have very little information on how they gauge the ESG practices of suppliers/advertisers on their platforms. This is particularly important for an E commerce company that may sell goods from overseas that are not commonly sold in store.
E-Commerce	New Issue	Add Issue	Corporations	Transparency in supply chain.  [SUPPLY CHAIN MANAGEMENT]	More and more customers are asking for product transparency regarding origin and production.
Food Retailers & Distributors	Air Emissions from Refrigeration	Material Issue?	Corporations	Yes	refrigeration and HFC's constitute one of the most powerful and destroying GHG just look at CDM mechanisms equivalent. distributors should look into energy efficiency in refrigeration and inventory software
Food Retailers & Distributors	Air Emissions from Refrigeration	Material Issue?	Public Interest & Intermediaries	Yes	Phasing out refrigerators that use harmful gases has become a marketing issue. Companies like Coca-Cola and Nestle are planning to eliminate HFC refrigerants from their cooling units.  <a href="http://sustainability.mycgforum.com/refrigeration/naturalrefrig-summit.html">http://sustainability.mycgforum.com/refrigeration/naturalrefrig-summit.html</a>
Food Retailers & Distributors	Air Emissions from Refrigeration	Material Issue?	Market Participant	No	The costs of greater refrigeration air emissions management will be borne by consumers. If beneficial, retailers would quickly adopt new refrigeration technology.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Air Emissions from Refrigeration	Material Issue?	Corporations	Yes	Current laws set the standard
Food Retailers & Distributors	Air Emissions from Refrigeration	Material Issue?	Market Participant	Yes	<a href="http://www.nytimes.com/2014/07/27/magazine/what-do-chinese-dumplings-have-to-do-with-global-warming.html">http://www.nytimes.com/2014/07/27/magazine/what-do-chinese-dumplings-have-to-do-with-global-warming.html</a>
Food Retailers & Distributors	Air Emissions from Refrigeration	Material Issue?	Market Participant	Maybe	unclear that this is the largest source of pollution by the industry
Food Retailers & Distributors	Congratulations	Other Comment	Market Participant	D.N.A. - Other Comment	very good work on the sustainability issues faced by the industry. seems to cover all issues
Food Retailers & Distributors	Congratulations	Other Comment	Market Participant	D.N.A. - Other Comment	You have a very professional organization and I've enjoyed interacting with your colleagues who have administered the IWG. Thank you for allowing us to have input into the process. Please feel free to contact me with additional questions or for additional detail. Best of luck.
Food Retailers & Distributors	Congratulations	Other Comment	Corporations	D.N.A. - Other Comment	The research brief had excellent examples of how issues have (and can) materially impact companies. It was comprehensive and well written.  However, companies are not likely to willingly disclose metrics that are considered more sensitive (e.g. food safety, data security, wages, revenue), though they will if required by law.
Food Retailers & Distributors	Data Security	Material Issue?	Corporations	No	this is not material as a sustainable business standard third party companies and insurance should take care of this, this is not the distributors core business that been said consumer information needs to be protected but dont think this is a material sasb metric



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Data Security	Material Issue?	Public Interest & Intermediaries	Yes	As reviewed in the research brief Data security has become a hot topic for retailers. Especially with recent events in Home Depot and Target.
Food Retailers & Distributors	Data Security	Material Issue?	Market Participant	No	See Home Depot's sales recovery for evidence of the non-materiality of data security related issues. Consumers are immune.
Food Retailers & Distributors	Data Security	Material Issue?	Corporations	Yes	Current laws set the standard
Food Retailers & Distributors	Data Security	Material Issue?	Market Participant	Maybe	I'm not sure that consumers perceive this as a controllable risk
Food Retailers & Distributors	Data Security	Material Issue?	Market Participant	Yes	retailers' data breaches are among the most frequent articles in 2014
Food Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Public Interest & Intermediaries	Maybe	Energy management is usually related to costs and the operation costs in retail & distribution may be sensitive information that can help a retailer gain competitive advantage
Food Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Market Participant	Yes	It's a significant cost. Retailers have variant supply chains (self-distribution vs. 3rd party distribution, etc). Retailers have materially different technologies and energy management processes (including solar, etc.).
Food Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Corporations	Yes	Current laws set the standard





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Distributors					
Food Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Market Participant	Yes	<a href="http://www.nytimes.com/2014/04/22/business/energy-environment/the-economic-and-environmental-costs-of-wasted-food.html">http://www.nytimes.com/2014/04/22/business/energy-environment/the-economic-and-environmental-costs-of-wasted-food.html</a>
Food Retailers & Distributors	Food Quality & Safety	Material Issue?	Corporations	Yes	given that the US imports many products from china and the scandals that mislabeling has caused, food safety needs to be a priority for any distributor or retailer
Food Retailers & Distributors	Food Quality & Safety	Material Issue?	Public Interest & Intermediaries	Yes	Food Quality & Safety is a very important issue of concern for retailers & distributors, the support of food safety initiatives by retailers is reflected in the Global Food Safety Initiative, and the support to certification schemes is critical to ensure safety across the supply chain because it helps to manage the risk of injuring consumers and product recalls.  <a href="http://www.mygfsi.com/about-us/about-gfsi/structure-and-governance.html">http://www.mygfsi.com/about-us/about-gfsi/structure-and-governance.html</a>
Food Retailers & Distributors	Food Quality & Safety	Material Issue?	Market Participant	Yes	Reputation/brand, liability, and increased consumer awareness/focus.
Food Retailers & Distributors	Food Quality & Safety	Material Issue?	Corporations	Maybe	Current laws set the standard
Food Retailers & Distributors	Food Quality & Safety	Material Issue?	Corporations	Yes	Huge reputational, legal and associated financial risk.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Food Quality & Safety	Material Issue?	Market Participant	Yes	<a href="http://www.nytimes.com/2013/05/25/business/a-program-to-combat-food-contamination.html?pagewanted=all&amp;module=Search&amp;mabReward=relbias%3Ar%2C%7B%221%22%3A%22Rl%3A6%22%7D">http://www.nytimes.com/2013/05/25/business/a-program-to-combat-food-contamination.html?pagewanted=all&amp;module=Search&amp;mabReward=relbias%3Ar%2C%7B%221%22%3A%22Rl%3A6%22%7D</a>
Food Retailers & Distributors	Food Waste Management	Add Issue	Corporations	Waste diversion	how are companies working on waste diversion
Food Retailers & Distributors	Food Waste Management	Material Issue?	Corporations	Yes	food waste and spoilage leads to 1 out of 23 calories wasted look at wwf or WRI for more statistics
Food Retailers & Distributors	Food Waste Management	Material Issue?	Public Interest & Intermediaries	Yes	Reducing food waste has become a marketing issue. Trader Joe's has proposed to sell food past its sell by date at a lower price to reduce food waste.  <a href="http://fortune.com/2014/09/04/waste-not-want-not/">http://fortune.com/2014/09/04/waste-not-want-not/</a>
Food Retailers & Distributors	Food Waste Management	Material Issue?	Market Participant	Yes	Consumer interesting, brand-building.
Food Retailers & Distributors	Food Waste Management	Material Issue?	Corporations	Yes	Current laws set the standard
Food Retailers & Distributors	Food Waste Management	Material Issue?	Market Participant	Yes	Please see our recent discussion on the topic of recycling and organic waste here: <a href="http://cornerstonecapinc.com/2014/11/opportunities-in-waste-or-wasted-opportunities/">http://cornerstonecapinc.com/2014/11/opportunities-in-waste-or-wasted-opportunities/</a>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Food Waste Management	Material Issue?	Corporations	Yes	Besides the water, energy, fertilizer, labor and other precious resources that go into producing food that is not consumed, improper management of food waste results in environmental impacts- <a href="http://www.fao.org/news/story/en/item/196220/icode/">http://www.fao.org/news/story/en/item/196220/icode/</a> . Food waste in mature markets is primarily between retail and end user (between farm and retail in emerging markets). Perishable food waste in food retail in the US keeps increasing and has more to do with aesthetics and marketing and less to do with food safety.
Food Retailers & Distributors	Food Waste Management	Material Issue?	Public Interest & Intermediaries	Yes	Lean Path
Food Retailers & Distributors	Food Waste Management	Material Issue?	Market Participant	Yes	<a href="http://www.nytimes.com/2014/04/22/business/energy-environment/the-economic-and-environmental-costs-of-wasted-food.html">http://www.nytimes.com/2014/04/22/business/energy-environment/the-economic-and-environmental-costs-of-wasted-food.html</a>
Food Retailers & Distributors	Food Waste Management	Material Issue?	Market Participant	No	controlling shrinkage and spoilage is part of the business model, should not be part of disclosures
Food Retailers & Distributors	Ind. Brief comment	Comment on Brief	Market Participant	D.N.A. - Comment on Brief	What constitutes fair wages -- and why?  Why are consumer attitudes regarding GMOs disconnected from science -- and how long will that disconnect persist?
Food Retailers & Distributors	Industry insights	Add Issue	Public Interest & Intermediaries	Pricing and affordability	Affordability of healthy and nutritious food products is a material issue in many communities, especially low-income communities



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Labor Relations & Fair Wages	Add Issue	Market Participant	Part Time / Full Time	Part time and full time workforce – percentages (%)
Food Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Public Interest & Intermediaries	Yes	Labor relations and wages is important because it can affect the image of the company and shut down stores temporarily when they get out of control, as is shown in recent cases at Walmart. It has also become a political issue where the stand of a CEO (like in the cases of Costco or Whole Foods) can drive consumers and sales.
Food Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Market Participant	Yes	A necessary insight into business risks and opportunities related to employee satisfaction, employee health, worker productivity, supply chain disruptions - all with the potential for forward looking impacts.
Food Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Corporations	No	Current laws set the standard
Food Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Public Interest & Intermediaries	Yes	Due to the development of Internet, any workers can disclose if their company is a sweatshop. Investors begin to pay attention those informatino. In fact, in Japan, after workers disclosed their bad environment to the Internet and they boycotted, the company's stock price fell.
Food Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Market Participant	Yes	In addition to what is mentioned in the industry brief, we'd like to point out that companies which adopt a positive approach in human capital management seem to perform better. See <a href="https://hbr.org/2012/01/why-good-jobs-are-good-for-retailers">https://hbr.org/2012/01/why-good-jobs-are-good-for-retailers</a> and also Cornerstone's report on income inequality and why it is relevant to investors (the cases of food retail companies are mentioned part 3) <a href="http://cornerstonecapinc.com/2014/11/income-inequality-market-mechanism-or-market-failure/">http://cornerstonecapinc.com/2014/11/income-inequality-market-mechanism-or-market-failure/</a>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Market Participant	Yes	<a href="http://www.federalreserve.gov/econresdata/2013-report-economic-well-being-us-households-201407.pdf">http://www.federalreserve.gov/econresdata/2013-report-economic-well-being-us-households-201407.pdf</a> ; <a href="http://www.nytimes.com/2013/04/04/business/walmart-strains-to-keep-grocery-aisles-stocked.html?pagewanted=all">http://www.nytimes.com/2013/04/04/business/walmart-strains-to-keep-grocery-aisles-stocked.html?pagewanted=all</a>
Food Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Market Participant	No	fair wages are not related to accounting standards
Food Retailers & Distributors	New Angle	Add Issue	Market Participant	Health care coverage / Sick Days  [LABOR RELATIONS & FAIR WAGES]	Employees receiving health care coverage / sick days – percentages (%) (particularly given the link between sick employees and food borne illnesses).
Food Retailers & Distributors	New Angle	Add Issue	Public Interest & Intermediaries	Education & Training  [LABOR RELATIONS & FAIR WAGES]	Ensuring that employees have the skills to do their job well, thereby increasing job satisfaction and curbing turnover. Also, providing employees with professional development opportunities to increase their career potential within or outside of the company.
Food Retailers & Distributors	New Angle	Other Comment	Market Participant	D.N.A. - Other Comment  [FOOD WASTE MANAGEMENT] + [LABOR RELATIONS & FAIR WAGES]	Two themes to be potentially developed further:  - total waste generated and recycled (beyond organics)  - employee turnover / working conditions as a proxy of good human capital management



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	New Issue	Add Issue	Public Interest & Intermediaries	product packaging [PACKAGING EFFICIENCY]	Addressing excessive use of packaging materials. This includes product retail packaging as well as packaging related to distribution and shipping, and plastic bags or other packaging for consumers after purchase.
Food Retailers & Distributors	New Issue	Add Issue	Market Participant	Environmental impact of packaging [PACKAGING EFFICIENCY]	In addition to food waste management, the impact of packaging materials (plastic and cardboard) is important - reducing this impact can help reduce costs and ultimately contribute to a zero waste strategy that food retailers need to pursue. Such a strategy is already part of policy frameworks of several cities and countries (Scotland, San Francisco etc.)
Food Retailers & Distributors	New Issue	Add Issue	Market Participant	corporate governance [CORPORATE GOVERNANCE]	Board independence, diversity and risk management are all key to every disclosure topic and quite deficient in this sector.
Food Retailers & Distributors	No action needed	Other Comment	Market Participant	D.N.A. - Other Comment	I do think governance issues such as board diversity, CEO/median worker pay, risk management should have been included.
Food Retailers & Distributors	No action needed	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	None
Food Retailers & Distributors	Product Health & Nutrition	Material Issue?	Corporations	Yes	while labeling has advanced distributors should disclose and be more transparent in rgrds to products banned in another places of the world like New Zealand or europe, whether in bread "conditioners:, pesticide residues or "non artificial hormones" the information should be marketed as transparent. Obesity is a form of malnutrition and sugar use should be warned or



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
					discouraged, meat consumption as well, distributors are the portal for the consumer
Food Retailers & Distributors	Product Health & Nutrition	Material Issue?	Public Interest & Intermediaries	Yes	Health & Nutrition is another marketing topic that is also affecting policy in some countries. There is a continuous debate between the sellers of healthy foods and junk foods and this can affect sales in educated segments of the market.
Food Retailers & Distributors	Product Health & Nutrition	Material Issue?	Market Participant	Yes	Increasing consumer awareness and generational differences (Millenials more focused on these issues than prior generations)
Food Retailers & Distributors	Product Health & Nutrition	Material Issue?	Corporations	Maybe	Current laws set the standard
Food Retailers & Distributors	Product Health & Nutrition	Material Issue?	Market Participant	Yes	<a href="http://www.iom.edu/Reports/2010/Examination-of-Front-of-Package-Nutrition-Rating-Systems-and-Symbols-Phase-1-Report/Report-Brief.aspx">http://www.iom.edu/Reports/2010/Examination-of-Front-of-Package-Nutrition-Rating-Systems-and-Symbols-Phase-1-Report/Report-Brief.aspx</a>
Food Retailers & Distributors	Product Health & Nutrition	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://www.accesstonutrition.org/global-index-2013">http://www.accesstonutrition.org/global-index-2013</a>  <a href="http://newsroom.bankofamerica.com/press-release/economic-and-industry-outlooks/efforts-tackle-global-obesity-shaping-new-investment-me">http://newsroom.bankofamerica.com/press-release/economic-and-industry-outlooks/efforts-tackle-global-obesity-shaping-new-investment-me</a>
Food Retailers &	Product Labeling & Marketing	Material Issue?	Public Interest & Intermediaries	Yes	Labeling & Marketing is material information because the stand of retailers & distributors with respect to especial labels like Organic and GMO can drive



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Distributors					sales. Especially by making more options and information available to the consumer.
Food Retailers & Distributors	Product Labeling & Marketing	Material Issue?	Market Participant	Yes	Consumers overwhelmingly support greater data labeling, and I believe would favor retailers w/ transparency around products. Also, a poor/good track record would indicate supply chain management and product integrity which could have potential forward looking impacts
Food Retailers & Distributors	Product Labeling & Marketing	Material Issue?	Corporations	Maybe	Current laws set the standard
Food Retailers & Distributors	Product Labeling & Marketing	Material Issue?	Market Participant	Yes	Please see our article on GMO labelling <a href="http://cornerstonecapinc.com/2014/10/a-closer-looks-at-gmos/">http://cornerstonecapinc.com/2014/10/a-closer-looks-at-gmos/</a>
Food Retailers & Distributors	Product Labeling & Marketing	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://well.blogs.nytimes.com/2014/10/26/revised-nutrition-labels-still-wont-tell-whole-story/?_r=0">http://well.blogs.nytimes.com/2014/10/26/revised-nutrition-labels-still-wont-tell-whole-story/?_r=0</a>
Food Retailers & Distributors	Product Selection & Supplier Management to Mitigate Environmental & Social Impacts	Other Comment	Market Participant	D.N.A. - Other Comment	I would have liked to see more supply chain issues included
Food Retailers & Distributors	Product Selection & Supplier Management to Mitigate	Material Issue?	Corporations	Yes	traceability is key and will be moreso going forward look at the carbon and water footprint or child labor just as an example unfortunately there are to many standards, but look at fair trade, rain forest alliance for guidance





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
	Environmental & Social Impacts				
Food Retailers & Distributors	Product Selection & Supplier Management to Mitigate Environmental & Social Impacts	Material Issue?	Public Interest & Intermediaries	Yes	Product selection and supplier management is an important issue that reflects the position of the retailer or distributors with respect to sustainability. The creation of a Product Sustainability Index by Walmart or the Animal Welfare Standards by Whole Foods are an example  <a href="http://corporate.walmart.com/global-responsibility/environment-sustainability/sustainability-index">http://corporate.walmart.com/global-responsibility/environment-sustainability/sustainability-index</a>  <a href="http://www.wholefoodsmarket.com/about-our-products/quality-standards/animal-welfare-standards">http://www.wholefoodsmarket.com/about-our-products/quality-standards/animal-welfare-standards</a>
Food Retailers & Distributors	Product Selection & Supplier Management to Mitigate Environmental & Social Impacts	Material Issue?	Corporations	Maybe	Current laws set the standard
Food Retailers & Distributors	Product Selection & Supplier Management to Mitigate Environmental & Social Impacts	Material Issue?	Corporations	Yes	So much of the natural capital and social capital impacts are buried in the supply chain of food retail and distribution sectors.
Food Retailers & Distributors	Product Selection & Supplier Management to Mitigate Environmental & Social Impacts	Material Issue?	Market Participant	Maybe	setting up this standard would imply that profitable product selection is less important



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Market Participant	Maybe	It is still material but will have less impacts as the sector is labour intensive rather than capital intensive, and any issues relating to discrimination or inclusion should be addressed under labour standards
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Corporations	Yes	equal employment and transparency such as the whole foods model should be encouraged
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Public Interest & Intermediaries	Maybe	I guess a diverse workforce can ensure the right product mix and environment to drive local sales, but was unsure of the direct business impact.
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Public Interest & Intermediaries	Yes	Diversity and Inclusion is important especially in urban markets because it facilitates the communication with customers, image of the company and therefore sales.
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Market Participant	Yes	a necessary insight into business risks and opportunities related to workforce culture, talent management, employee satisfaction, product innovation and overall long term sustainability – definitely forward looking
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Corporations	No	Current laws set the standard
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Public Interest & Intermediaries	Maybe	While workforce diversity & inclusion is an important issue for the society, investors do not seem to take into account such things when investing. ESG issues related to legislation, consumer boycott, and other risk factors, easily to consider for investors. However, ESG issues related to opportunities such as diversity are sometimes hard to consider.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Food Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Market Participant	No	Diversity and inclusion are not related to accounting standards
Multiline and Specialty Retailers & Distributors	Congratulations	Other Comment	Corporations	D.N.A. - Other Comment	Thorough and thoughtful process overall.
Multiline and Specialty Retailers & Distributors	Data Security	Material Issue?	Market Participant	Yes	I think Target has proved the materiality here very well.
Multiline and Specialty Retailers & Distributors	Data Security	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://www.forbes.com/sites/greatspeculations/2014/09/24/home-depot-could-the-impact-of-the-data-breach-be-significant/">http://www.forbes.com/sites/greatspeculations/2014/09/24/home-depot-could-the-impact-of-the-data-breach-be-significant/</a>  <a href="http://www.informationisbeautiful.net/visualizations/worlds-biggest-data-breaches-hacks/">http://www.informationisbeautiful.net/visualizations/worlds-biggest-data-breaches-hacks/</a>
Multiline and Specialty Retailers & Distributors	Data Security	Material Issue?	Corporations	Yes	I think the significant negative press and drop in share price for Target after their much-publicized data breach is enough to indicate the topic's materiality for retailers.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Multiline and Specialty Retailers & Distributors	Data Security	Material Issue?	Corporations	Maybe	Data security is certainly a potential material risk to the retail industry, but am not sure if it warrants inclusion in sustainability accounting.
Multiline and Specialty Retailers & Distributors	Data Security	Material Issue?	Corporations	Yes	The brief provides sufficient evidence to consider this being material.
Multiline and Specialty Retailers & Distributors	Data Security	Material Issue?	Public Interest & Intermediaries	Yes	Given that more and more retail companies use customer data - both personal, as well as related to purchase history, to market and stock their products, and given the breach of security related to this data, and how it affects consumer trust (for example, in the case of Target), this is a very material issue
Multiline and Specialty Retailers & Distributors	Data Security	Material Issue?	Corporations	Yes	Risk of data breach is high.
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Market Participant	Maybe	Energy expenses are generally not a very large part of the income statement for retail and distribution businesses. This is not to say it is not important but I'm not sure it is material for investors as defined by the SEC.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://www.greenbiz.com/blog/2014/06/12/retail-energy-management-3-billion-opportunity">http://www.greenbiz.com/blog/2014/06/12/retail-energy-management-3-billion-opportunity</a>
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Corporations	Yes	Energy is a significant portion of a retailers cost and CO2 footprint, so it is material from a sustainability perspective.
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Corporations	Yes	Commercial RE and retail space in particular are large consumers of energy and represent a large component of energy use and associated carbon footprint.
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Corporations	Yes	The brief provides sufficient evidence to consider this being material.
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Public Interest & Intermediaries	Maybe	While a material issue, efficiency in this sector has improved. At the same time, this issue is now superceded by issues related to sourcing locally and sustainably.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	Material Issue?	Corporations	Yes	Tremendous cost reduction/innovation opportunities.
Multiline and Specialty Retailers & Distributors	Ind. Brief comment	Innaccuracy	Market Participant	D.N.A. - Innaccuracy	On page 3 that statement that refers to 2013 total retail foot traffic at only half of 2010 levels cites a study that was done only for the holiday months of November and Decemenber. It is not representative of total annual foot traffic. The brief makes it seem that this is true year-round, which is not supported by the study.
Multiline and Specialty Retailers & Distributors	Industry insights	Add Issue	Public Interest & Intermediaries	New Consumption models  [BUSINESS MODEL INNOVATION]	As new technologies support different consumption patterns, such as collaborative consumption (clothing rentals, swapping of consumer goods, etc) retail needs to understand how these growing consumption patterns affect its own bottom-line.
Multiline and Specialty Retailers & Distributors	Industry insights	Other Comment	Corporations	D.N.A. - Other Comment  [BUSINESS MODEL INNOVATION]	I thought the research brief was well-written, and I found the topics included in it to be material. The only topic I didn't see included that I do think is material is the fundamental business model of most retailers: consumerism. I know it's an emerging concept, but I would like to see a mention of product durability and necessity. The bulk of a retailer's impact lies in the products it sells, and in many cases, the company is pushing consumption beyond what is required. With the general exception of personal care and food, many retail companies sell us stuff we don't really need. Consumers are starting to take note, and the emergence of various sharing economy business models is an important trend. How are retailers responding? How long do their products last? How much of their product's impact falls in the consumer use phase? Are products repairable? Are retailers trying to create models of access rather



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
					than ownership? I would recommend including this topic in your research brief - if not as a material topic and a metric, then at least in the industry watch list.
Multiline and Specialty Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Corporations	Yes	Legislation calling for an increase to the minimum wage has been a hot topic in the past year, and this issue impacts retail in particular.
Multiline and Specialty Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Corporations	Yes	The brief provides sufficient evidence to consider this being material.
Multiline and Specialty Retailers & Distributors	Labor Relations & Fair Wages	Material Issue?	Corporations	Yes	Global compliance requirements. Supply chain transparency.
Multiline and Specialty Retailers & Distributors	Metric comment	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	<p>why are you using square meters for normalizing energy data versus square footage which seems more widely used in the U.S.?</p> <p>Also, when you say part-time employees - are you including contract employees that work full-time hours for a select amount of time, but are not seasonal?</p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Multiline and Specialty Retailers & Distributors	New Angle	Add Issue	Corporations	Green building  [ENERGY MANAGEMENT IN RETAIL]	Retail leaves a big footprint, and both the construction of the building itself, and in particular its location and contribution to sprawl, are significant.
Multiline and Specialty Retailers & Distributors	New Issue	Add Issue	Corporations	CO2 from logistics  [ENERGY MANAGEMENT IN DISTRIBUTION]	Transportation is a fairly large part of a retailer's footprint, and both the distance and the mode (e.g. rail vs. air) can significantly impact a retailer's costs, both financially and environmentally speaking.
Multiline and Specialty Retailers & Distributors	New Issue	Add Issue	Corporations	Product safety  [PRODUCT SAFETY]	Product recalls can significantly impact a retailer's reputation and financial position, regardless of whether the recalled product comes from the company's private brands or wholesale brands.
Multiline and Specialty Retailers & Distributors	New Issue	Add Issue	Corporations	End of life recycling/ disposition  [END OF LIFE MANAGEMENT]	Retailers are increasingly taking on either through regulation ie. bottle bills or voluntarily responsibly recycling products ie. electronics and packaging at the end of life.
Multiline and Specialty Retailers & Distributors	Product Sourcing, Packaging, and Marketing	Material Issue?	Market Participant	Yes	Retailers largest expense and usually the largest ESG impact is in the products they source and sell. In addition, the brand of a retailer is extremely valuable and thus avoiding situations like Rana Plaza in Bangladesh is very important.





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Multiline and Specialty Retailers & Distributors	Product Sourcing, Packaging, and Marketing	Material Issue?	Public Interest & Intermediaries	Maybe	I know that this can be hard to measure and quantify. If certifications are required then smaller players are priced out so I think there are several factors here that need to be addressed
Multiline and Specialty Retailers & Distributors	Product Sourcing, Packaging, and Marketing	Material Issue?	Corporations	Yes	The vast majority of a retailer's influence is in the products it chooses to assort. This is where a retail company can flex its muscle, and it is also where the bulk of its impacts (on both people and the planet) lie, so it is absolutely a material issue, if not the most material issue.
Multiline and Specialty Retailers & Distributors	Product Sourcing, Packaging, and Marketing	Material Issue?	Corporations	Yes	Products represent anywhere from 80-95% of a retailer's global environmental footprint. Creating global standards and metrics around these impact areas will continue to become more critical in informing merchant and buyer organizations about more sustainable choices. Considerations of impact can and should not be limited to supply side only. Instead a life cycle approach is critical.
Multiline and Specialty Retailers & Distributors	Product Sourcing, Packaging, and Marketing	Material Issue?	Corporations	Yes	The brief provides sufficient evidence to consider this being material. Additionally, there may be an opportunity to reference recent FTC fines, company costs and reputational risks for not following Environmental Marketing guidelines.
Multiline and Specialty Retailers & Distributors	Product Sourcing, Packaging, and Marketing	Material Issue?	Corporations	Yes	Brand reputation, cost out opportunities.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Multiline and Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Market Participant	Yes	Retailers are generally seeking to attract a diverse audience into their stores/online/etc. The greater these companies have people of diverse backgrounds the better they will be able to understand their customers.
Multiline and Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Public Interest & Intermediaries	Yes	<a href="http://dupress.com/articles/hc-trends-2014-diversity-to-inclusion/">http://dupress.com/articles/hc-trends-2014-diversity-to-inclusion/</a>
Multiline and Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Corporations	Yes	A number of major companies, including retailers, have taken a public stand on issues like gay marriage, which I believe speaks strongly to the materiality of the issue.
Multiline and Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Market Participant	Maybe	While I agree with the theory that workforce diversity is important for long-term sustainability, in my experience, I have not seen one case where it has been material to date.
Multiline and Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Corporations	Yes	ESG considerations include social and community considerations and these are certainly material in all industries. Retail has diverse hourly employees but still lacks access for Mid level and Senior Management positions.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Multiline and Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Corporations	Yes	The brief provides sufficient evidence to consider this being material.
Multiline and Specialty Retailers & Distributors	Workforce Diversity & Inclusion	Material Issue?	Corporations	Yes	Global skill set.
Toys & Sporting Goods	Chemicals Usage & Safety Hazards of Products	Material Issue?	Public Interest & Intermediaries	Yes	Please view the Chemicals Management Module of the Higg Index for Apparel, Footwear, and Gear, developed collaboratively by the outdoor/sporting/fashion gear, apparel, and accessories industries: <a href="http://outdoorindustry.org/responsibility/chemicals/cmpilot.html">http://outdoorindustry.org/responsibility/chemicals/cmpilot.html</a>
Toys & Sporting Goods	Chemicals Usage & Safety Hazards of Products	Material Issue?	Market Participant	Yes	Regulatory action over the past decade has resulted in material costs and movements in stock prices.
Toys & Sporting Goods	Chemicals Usage & Safety Hazards of Products	Material Issue?	Market Participant	Yes	Chemicals usage & safety hazards of products: a poor/good track record would indicate supply chain management and product integrity which could have potential forward looking impacts
Toys & Sporting Goods	Chemicals Usage & Safety Hazards of Products	Material Issue?	Public Interest & Intermediaries	Yes	Proliferation of regulatory compliance issues around chemicals in toys (i.e., California)



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Toys & Sporting Goods	Chemicals Usage & Safety Hazards of Products	Material Issue?	Public Interest & Intermediaries	Yes	The following document from the Consumer Product Safety Commission documents that in 2013 there were over 250,000 hospitalizations and 9 deaths associated with toys for those under 15 years of age: <a href="http://www.cpsc.gov//Global/Research-and-Statistics/Injury-Statistics/Toys/ToyReport2013.pdf">http://www.cpsc.gov//Global/Research-and-Statistics/Injury-Statistics/Toys/ToyReport2013.pdf</a> ; For sports NEISS data from the CPSC details the number of injuries (hospitalizations) resulting from the use of sporting goods across different categories, with over 450,000 injuries due to use of "exercise equipment" alone. In regards to chemical usage, for Toys this may be of particular concern where despite many legal protections against the use of specific toxic chemicals, toys on US shelves continue to demonstrate unsafe levels of hazardous chemicals: <a href="http://www.uspirg.org/sites/pirg/files/reports/USPIRG_Trouble_in_Toyland_2014.pdf">http://www.uspirg.org/sites/pirg/files/reports/USPIRG_Trouble_in_Toyland_2014.pdf</a>
Toys & Sporting Goods	Chemicals Usage & Safety Hazards of Products	Material Issue?	Corporations	Yes	Historically, chemicals and safety hazards have already been proven to be material impacts - product recalls and lawsuits have both caused significant financial impact to companies in the toy and sporting goods industry. Given the pace of new legislation emerging in this space, I think it will continue to be a material issue well into the future.
Toys & Sporting Goods	Chemicals Usage & Safety Hazards of Products	Material Issue?	Public Interest & Intermediaries	Yes	Agree with all information and evidence in the Industry Brief.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Toys & Sporting Goods	Ind. Brief comment	Innaccuracy	Market Participant	D.N.A. - Innaccuracy	<p>Page 6 references a \$2.3M fine for Mattel. That is immaterial.</p> <p>The \$28.8M decline in Fisher-Price operating income is dubious. That is clearly a 1-time impact. Excluding that 1-time, I suspect income was far more stable.</p> <p>Its not clear what constitutes "unfair" treatment of workers, and I think the research brief could be more valuable if it were clearer on this. Some people believe its unfair MCD employees make \$8/hour in the U.S. Others believe its fair for workers to make \$8/week if that is the market value. Better understanding what the measuring stick for fairness -- and why -- would make it easier to assess the other questions asked of this research brief.</p>
Toys & Sporting Goods	Industry insights	Add Issue	Market Participant	Philanthropy	<p>Almost every major company now discloses their involvement in community support/philanthropy programs. Stakeholders and shareholders are increasing calling for this activity. Additionally, toy companies may receive added pressure since their products make for good in-kind donations to under-privileged children.</p>
Toys & Sporting Goods	Industry insights	Other Comment	Corporations	D.N.A. - Other Comment	<p>As I was reading the brief, I noticed that the document was skewed very heavily toward manufacturers of toys and sporting goods rather than retailers. I know that there is a separate brief for specialty retailers, but I'd recommended adding a note to address how manufacturer disclosures should be considered by retailers or to explicitly say whether they are intended only for manufacturers and not retailers. I mention this because as an employee of a retailer, I know that a product recall or factory working condition issue in one of our vendor's supply chains would have a significant negative financial impact on us, even if we didn't create the product or own the factory. Consumers wouldn't give retailers a pass just because the issue wasn't in their private brands line, so we shouldn't either.</p>
Toys & Sporting Goods	Metric comment	Other Comment	Public Interest & Intermediaries	D.N.A. - Other Comment	<p>For metrics, comparability is difficult when based on units of production, given the wide variation in what defines a "unit" company by company. While</p>



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
					this challenge exists, normalization by unit of production still remains the best option. Users/readers should be aware of the limitations.
Toys & Sporting Goods	New Angle	Add Issue	Corporations	Violence in video games  [INFLUENCE OF MARKETING & STEREOTYPING PRACTICES]	This is one for the watchlist: in a similar vein as gender-typing, violence in video games is a controversial issue. Hot-topic issues like bullying in schools draw increased attention to the areas where violence enters childrens' lives, and in this regard, the content of games can come under scrutiny.
Toys & Sporting Goods	New Angle	Add Issue	Public Interest & Intermediaries	Product Labeling  [CHEMICALS USAGE & SAFETY HAZARDS OF PRODUCTS]	As consumers become more aware of the materials that constitute the products they purchase, particularly in the Toys & Sporting Goods industry, product labeling and other consumer disclosures will be increasingly important, and a material topic to manage by companies operating in the sector.
Toys & Sporting Goods	New Issue	Add Issue	Corporations	Conflict minerals  [SC CHAIN MANAGEMENT & MATERIALS SOURCING]	For electronic toys in particular, conflict minerals would be worth considering - if not as a material issue, then at least for the "watchlist." The social and environmental harm caused by the mining process for rare earth minerals that are inputs to many electronics devices are increasingly entering the public consciousness. This is certainly more of an issue for companies that are exclusively in the electronics industry (e.g. computer manufacturers) but is relevant to the toy/gaming industry as well.
Toys & Sporting Goods	New Issue	Add Issue	Corporations	Lobbying  [POLITICAL CONTRIBUTION S]	I saw that lobbying was mentioned in the leadership and governance section, but I would recommend including it as a disclosure topic as well (both the recipient organizations and the \$ amount contributed). Transparency is increasingly becoming a core expectation of consumers, and given the significant \$ amount spent on lobbying efforts and the substantial impact of the legislation passed / politicians elected with lobby \$, I think it is material.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Toys & Sporting Goods	New Issue	Add Issue	Public Interest & Intermediaries	Materials Traceability: leather, wood, conflict minerals, etc.  [SC CHAIN MANAGEMENT & MATERIALS SOURCING]	Emerging regulations around materials traceability (i.e. Dodd-Frank conflict minerals legislation); NGO campaigns targeting specific brands' sourcing of materials
Toys & Sporting Goods	New Issue	Add Issue	Corporations	Sustainably Sourced Wood & Paper  [PACKAGING EFFICIENCY] + [PRODUCT LIFECYCLE IMPACTS] + [MATERIALS SOURCING]	Packaging is part of the product when it comes to toys. Making sure that the wood and paper is either recycled, certified or sustainably sourced is important for the protection of forestry resources
Toys & Sporting Goods	New Issue	Add Issue	Corporations	Plastics  [PRODUCT LIFECYCLE IMPACTS]	Most Plastics are not bio-degradable and end up in landfill. Plastics are also made using petroleum; therefor fossil fuels contributing to climate change. Collecting baseline data and beginning to set targets for renewable resource use and alternative and advance materials should begin as a key discussion in standards entities. How to work with regulators on recycling is also critical so that ultimately doing the right thing does not become cost prohibitive.



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Toys & Sporting Goods	New Issue	Add Issue	Public Interest & Intermediaries	Supply chain responsible sourcing (i.e. conflict minerals)  [SC CHAIN MANAGEMENT & MATERIALS SOURCING]	Many products sold within the Toys & Sporting Industry include 3TG or "conflict minerals". Responsible sourcing can also include more than just conflict minerals, but for many companies, it seems to be a significant undertaking.
Toys & Sporting Goods	New Issue	Add Issue	Public Interest & Intermediaries	Sourcing of raw materials  [SC CHAIN MANAGEMENT & MATERIALS SOURCING]	Consumers increasingly looking at product inputs. Good example is the Lego/Shell partnership that fell under an immense amount of scrutiny
Toys & Sporting Goods	New Issue	Add Issue	Market Participant	How a company disposes of any chemical waste and products that haven't sold  [PRODUCT LIFECYCLE IMPACTS] or [WASTE MANAGEMENT OF UNUSED INVENTORY]	Basically, Waste management. Do they recycle the materials for products that haven't sold if so what are the issues they confront. If they dispose of chemical by products and unused inventory, how does that happen





Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Toys & Sporting Goods	New Issue	Add Issue	Public Interest & Intermediaries	Chemical hazards during disposal  [PRODUCT LIFECYCLE MANAGEMENT]	Many toys and sporting goods commonly integrate electronic components and batteries which contain hazardous chemicals that not only contribute to safety hazards during product use, but also during product disposal; These toys and sporting goods should also be considered "electronics" and be subject to the same scrutiny as electronic goods; WEEE indicates that some toys and sporting goods containing electronic components fall under its directive, if the product requires electronics/batteries to fulfill its primary function: <a href="http://ec.europa.eu/environment/waste/wEEE/pdf/faq.pdf">http://ec.europa.eu/environment/waste/wEEE/pdf/faq.pdf</a>
Toys & Sporting Goods	New Issue	Add Issue	Public Interest & Intermediaries	Packaging waste for toys  [PACKAGING EFFICIENCY]	Many toys use excessive amounts of packaging, drawing resources from the environment to create, and generate significant amounts of waste.
Toys & Sporting Goods	New Issue	Add Issue	Market Participant	Packaging  [PACKAGING EFFICIENCY]	The amount of waste in toy packaging is considerable. With the rise of e-tailers that sell to consumers in a way that obviates the need for anti-theft packaging makes this an important topic.
Toys & Sporting Goods	No action needed	Comment on Brief	Public Interest & Intermediaries	D.N.A. - Comment on Brief	Used background knowledge from industry companies to complete the survey
Toys & Sporting Goods	No action needed	Other Comment	Corporations	D.N.A. - Other Comment	I am surprised there are no environmental material issues.
Toys & Sporting Goods	No action needed	Other Comment	Market Participant	D.N.A. - Other Comment	I provided my comments in the section on metrics
Toys & Sporting Goods	Survey comment	Inaccuracy	Public Interest & Intermediaries	D.N.A. - Inaccuracy	n/a - didn't use brief to complete survey



Industry	Mapping to SASB Topic	Survey Category	Stakeholder Type	Suggested Topic / Response	Comment
Toys & Sporting Goods	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Ensuring good treatment of factory workers is a critical issue for the apparel, footwear, and gear/sporting goods industries, particularly in light of recent tragedies (i.e. Bangladesh factory collapse)
Toys & Sporting Goods	Working Conditions in the Supply Chain	Material Issue?	Market Participant	Yes	Again, media attention focused how workers in subcontracting factories supplying US companies has been important.
Toys & Sporting Goods	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Growing issue, especially in light of the UN Principles on Business and Human Rights and the corresponding OECD guidelines
Toys & Sporting Goods	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	I've been to numerous major sporting goods factories in China for supplier safety and social issues audits and have personally witnessed unsafe working conditions on numerous occasions (exposures to chemicals, use of hazardous equipment without proper safety controls, low lighting and debris in factories when using heavy machinery etc.)
Toys & Sporting Goods	Working Conditions in the Supply Chain	Material Issue?	Corporations	Yes	Similar to chemicals and safety hazards, factory working conditions have also already been shown to be material. The Nike sweatshop case decades ago comes to mind as one of the early examples of the negative financial impact of working condition and supply chain problems. This is a material issue in many other industries as well, but given the issue of child labor, working conditions among children's toy manufacturers takes on special importance.
Toys & Sporting Goods	Working Conditions in the Supply Chain	Material Issue?	Public Interest & Intermediaries	Yes	Agree with all information and evidence in the Industry Brief.