

SeatedMessage Assessment (2015-11-17)

Version: Service Track / 0 Employees / Developed - Global Market

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B Corp Inclusion Challenge

Governance

Select the description that best describes your business. This is an unweighted question that will not impact your score, and is asked only for research/benchmarking purposes.

- Positive social/environmental impact is desirable, but not a particular focus for our business.
- Social and environmental impact is frequently considered, but it isn't a high priority.
- We consider social and environmental impact in some aspects of our business, but infrequently.
- We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- We treat our social/environmental impact as a primary measure of success for our business, and prioritize it even in cases where it may not drive profitability.

Answer(s): We wish to not only do good socially and environmentally, we wish to be the example of doing so within our industry.

We do not actively seek to provide services to or market to companies who knowingly produce and supply products or services proven to be harmful to individual health, the environment and worker rights.

We consider the above for any and all clients who seek to engage us. And we consider the above when looking to engage with any supplier.

We are constantly look for ways to engage all stakeholders in helping us provide further to others (people) and the environment (planet).

Does your company have a corporate mission statement, and does it include any of the following? Check all that apply.

- No written statement
- A written corporate mission statement that does not include a social or environmental commitment
- A commitment to social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to environmental stewardship and conservation
- A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)

Which of the following characteristics does your board or governing body have (check all that apply)?

- Meets at least twice annually
- Includes at least 1 independent member
- Oversees executive compensation
- Company is a co-op and elects Board from membership
- None of the Above
- N/A - no Board of Directors or other governing body

Does the company produce a public-facing annual report on its mission-related performance? If yes, does this report include the following?

- None - My company does not produce a public-facing mission-related annual report
- Clear statements of your mission, its goals, and values
- Clear descriptions of your mission-related activities
- Quantifiable targets related to your mission
- Quantifiable results from your mission (e.g., lbs of carbon offset)
- Consistent variables of measurement which allow comparisons to previous years
- Third-party validation of any part of your company's mission performance

Community

What % of the members of your Board of Directors or other governing body are women or individuals from other underrepresented populations?

- 0% 1-9% 10-24% 25-49% 50%+ Don't know N/A

Answer(s): seatedmassage is 50% owned by Lena MacRae. Lena is a co-director of seatedmassage.

seatedmassage is non-discriminatory however our massage practitioner supplier base is more than 50% female. It is the nature of our industry and it is a policy of SeatedMassage to engage a minimum of 50% female practitioner suppliers.

What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations?

- 0% 1-9% 10-19% 20-29% 30%+ Don't Know

What % of the company is owned by the following groups?

- | 0% | 1-9% | 10-24% | 25-49% | 50%+ | Don't know | |
|----------------------------------|-----------------------|-----------------------|-----------------------|----------------------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | Women and/or individuals from underrepresented populations, including low-income communities |
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Nonprofit organization(s) |

What was the % of profits or sales that your company gave to charity during the last fiscal year? Please select the lesser of % of profits or % of sales that the company donated in each answer bucket. Please include tax deductible in-kind donations but do not include pro bono time.

- 0%
- 1-3% of profits or <1% of sales
- 4-9% of profits or 1-2.4% of sales
- 10-49% of profits or 2.5-12.4% of sales
- 50+% of profits or 12.5+% of sales
- Don't know

Is the majority of your company's banking services provided by an institution with any of the following characteristics?

- A certified CDFI or national equivalent social investment organization
- A certified B Corporation
- A member of the Global Alliance for Banking on Values
- A cooperative bank or credit union
- A local bank committed to serving the community
- An independently owned bank
- None of the above

Answer(s): We have joined Bank Australia for all the above mentioned reasons.

We require bank feeds to our accounting software 'Xero' to continue to run our business efficiently and thus will initiate full business and personal banking with Bank Australia by late October 2015 as this is when they have indicated the feeds will go live.

What % of your company's expenses (excluding labor) was spent with independent suppliers located within 200 miles (or 322km) of the company's headquarters or main production facilities?

- <20% 20-39% 40-59% 60%+ Don't know

What is the social and environmental screen that is used for a majority of your company's Significant Suppliers:

- No formal screening process in place
- Screened for specific negative practices (e.g. no child labor, no negative environmental impacts)
- Screened for positive practices (environmentally-friendly manufacturing process; excellent labor practices, etc)

Answer(s): We are by default a low impact business environmentally. We discourage motor vehicle use wherever possible. We strongly recommend to our practitioner suppliers they utilise public transport or other means and as such do not financially provide for any road tolls or parking costs.

Our practitioner suppliers are not required by us to apply hands on treatments for any more than 6 hours per 24 hour time period.

As we gain more information on sustainable practices such as low impact equipment, we pass this information on to practitioners where applicable.

Other suppliers are sourced locally wherever possible. We are very conscious of their labor practices.

We now have a Social and Environmental Supplier Questionnaire to issue to prospective suppliers. This is a voluntary use document. Completion or otherwise is an indicator to us of a suppliers attitude toward social and environmental issues.

Environment

Does the company have a company-wide recovery and recycling program that includes the following?

- Paper
- Cardboard
- Plastic
- Glass & metal
- Composting
- None of the above

Is hazardous waste (batteries, paint, electronic equipment, etc.) always disposed of responsibly, in a way that the company can verify?

- Yes
- No
- N/A - We have eliminated hazardous waste

Answer(s): Batteries etc are disposed of via the Hub Australia (a certified B Corp) disposal program.

Computer equipment is either on-sold or disposed of via Apple Computers recycling program.

Other electronic items are disposed of via the techcollect.com.au waste disposal sites locally.

No toxic waste is produced in the application of our services.

What % of company facilities (by square feet, both owned by company or leased) are LEED certified, satisfy the requirements of the Living Building Challenge, or other accredited green building programs? Select N/A if your company utilizes virtual office.

- <20%
- 20-49%
- 50-79%
- 80%+
- N/A

If you lease your facilities, have you worked with your landlord to implement/maintain any of the following? Select N/A if you do not lease your building.

- Energy efficiency improvements
- Water efficiency improvements
- Waste reduction programs (including recycling)
- None of the above
- N/A

Answer(s): seatedmassage is a member of Hub Australia - a co-working space. We joined for collaboration purposes business wise and to be actively involved as part of the collective in decisions made on environmental impacts of how the space is set up and run. We are an active participant in the Hub Adelaide member council who meet quarterly to discuss and action these items.

Does your company monitor, record and/or report its usage of energy and water?

We do not currently monitor and record our usage <input checked="" type="radio"/>	We monitor and record usage (no reduction targets) <input type="radio"/>	We monitor and record usage, and have specific reduction targets <input type="radio"/>	We monitor usage and have met specific reduction targets during the last fiscal year <input type="radio"/>	We do not currently monitor and record usage Water: Energy:
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	

What % of energy use (including electricity and other energy consumption from heating, hot water, etc.) is produced from renewable sources? Please include both purchased and onsite-generated renewable energy.

0%
 1-24%
 25-49%
 50-74%
 75-99%
 100%
 Don't know

Answer(s): We utilise 100% renewable energy at our home / HomeOffice and have purchased carbon credits to offset the past year of car use and energy spent getting to and from and at co-work spaces we visit such as Hub Australia.

A total of 22 carbon credits have been purchased and retired for the fiscal year July 14 to June 15.

Please select the option that best describe how you monitor and record the following emissions:

Company does not currently monitor and record emissions <input type="radio"/>	Company monitors and records emissions (no reduction targets) <input checked="" type="radio"/>	Company monitors emissions and has specific reduction targets <input type="radio"/>	Company monitors emissions and has met specific reduction targets during the reporting period <input type="radio"/>	Eliminated emissions of this by-product entirely <input type="radio"/>	Scopes 1 and 2 greenhouse gas (GHG) emissions
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Impact Business Models

Was your company created with an intentional business model designed to address a social or environmental issue? If so, do any of the following goals fit the intent of your business model?

- Our product or service addresses specific social problems, such as access to basic services, health care, education, economic opportunity, capital and knowledge.
- Our production practices are designed to conserve the environment across the company's entire operations
- Our company is owned by our workers or suppliers.
- Our company focuses on alleviating poverty through its supply chain or its distribution networks.
- Our business model is designed to raise money for charitable causes.
- Our product or service targets underserved individuals directly or through other businesses or nonprofits.
- Our business model is designed to rebuild our local community.
- Our product or service itself conserves the environment.
- Our company hires and trains people with chronic barriers to employment.
- Our business isn't designed for these purposes
- Other:

Answer(s): Our business was designed and started to address the social issue of touch. By this we mean to provide physical touch to those who lack access to it on a day to day basis. Receiving human touch is lacking in much of modern society and it is our goal to redress that via the provision of predominantly massage, being safe and ethical touch.

We support the underserved and the planet through our own initiatives and by direct donation / giving.

Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership?

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
- Has a specific legal entity/governance structure that preserves mission (i.e. cooperative or non-profit)
- Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- Other - Please describe
- None of the above

Governance

Governance: Mission & Engagement

GV2.1 Select the description that best describes your business. This is an unweighted question that will not impact your score, and is asked only for research/benchmarking purposes. [Not Weighted]

- Positive social/environmental impact is desirable, but not a particular focus for our business.
- Social and environmental impact is frequently considered, but it isn't a high priority.
- We consider social and environmental impact in some aspects of our business, but infrequently.
- We consistently incorporate social and environmental impact into decision-making because we consider it important to the success and profitability of our business.
- We treat our social/environmental impact as a primary measure of success for our business, and prioritize it even in cases where it may not drive profitability.

Answer(s): We wish to not only do good socially and environmentally, we wish to be the example of doing so within our industry.

We do not actively seek to provide services to or market to companies who knowingly produce and supply products or services proven to be harmful to individual health, the environment and worker rights.

We consider the above for any and all clients who seek to engage us. And we consider the above when looking to engage with any supplier.

We are constantly look for ways to engage all stakeholders in helping us provide further to others (people) and the environment (planet).

GV2.2 Does your company have a corporate mission statement, and does it include any of the following? Check all that apply. [Less Weighted]

- No written statement
- A written corporate mission statement that does not include a social or environmental commitment
- A commitment to social impact (e.g. poverty alleviation, sustainable economic development)
- A commitment to environmental stewardship and conservation
- A commitment to serve a target beneficiary group in need (e.g. low income customers, smallholder farmers)

GV2.3 Please type or paste your mission statement here. [Not Weighted]

Seated Massage is a for-profit company, partnering with clients to offer professional, quick, safe, and ethical massage to individuals within their workplaces and at events all over Australia. We partner with businesses who wish to engage and build stronger relationships with their people, simultaneously proffering impactful contribution to the underserved and the planet.

Our industry includes many people doing good things who could be doing great things. We strive to be the example and the inspiration for all in our industry by doing great things. Whilst our raison d'être is helping you delight and captivate your people, every touchpoint for us must be socially and environmentally impactful and seen as an available and accessible way forward to all in our profession.

People are the cornerstone of why we do what we do. We believe if they can be engaged through affirming touch, thoughtful questioning and respectful listening, we'll change the world for the better, together.

GV2.5a Does the Board of Directors or other governing body review the company's social and environmental performance on at least an annual basis to determine if you are meeting your social or environmental objectives? [Equally Weighted]

Yes No N/A - No Board of Directors or other governing body

GV2.10 Are there key performance indicators (KPIs) or metrics that your company tracks on at least an annual basis to determine if you are meeting your social or environmental objectives? [Equally Weighted]

- We don't track key social or environmental performance indicators
- We measure KPIs/metrics or outputs that we have identified and defined in order to determine if we are achieving our social and environmental objectives
- We measure social and environmental outcomes over time (examples: 3rd-party studies, customer or household surveys, progress out of poverty index, etc.)

Answer(s): KPI's achieved via pre and post visit questioning (verbal and / or written) regarding clients consideration of the social impact of their people receiving massage / touch, briefly outlining the value it provides.

Governance: Governance

GV3.1a Beyond the management team, does the company have the following governance structures in place? [Less Weighted]

- None (Owner/Manager governed)
- Advisory Board
- Board of Directors/Governing Body

GV3.2b Which of the following characteristics does your board or governing body have (check all that apply)? [Equally Weighted]

- Meets at least twice annually
- Includes at least 1 independent member
- Oversees executive compensation
- Company is a co-op and elects Board from membership
- None of the Above
- N/A - no Board of Directors or other governing body

GV3.3a Does the Board of Directors or other formal governing body include member(s) elected to represent the interests of the following stakeholder groups? Please select all that apply. [Less Weighted]

- Non-executive Employees
- Community
- Environment
- Customers
- None
- N/A - no Board of Directors or other governing body

Governance: Transparency

GV5.1b Does the company produce financials that are reviewed by the Board, other formal governing body, or independent third party? [Equally Weighted]

- Yes No

GV5.5a Does the company produce a public-facing annual report on its mission-related performance? If yes, does this report include the following? [Equally Weighted]

- None - My company does not produce a public-facing mission-related annual report
- Clear statements of your mission, its goals, and values
- Clear descriptions of your mission-related activities
- Quantifiable targets related to your mission
- Quantifiable results from your mission (e.g., lbs of carbon offset)
- Consistent variables of measurement which allow comparisons to previous years
- Third-party validation of any part of your company's mission performance

GV5.6 Is your product or service covered by a written consumer warranty or client protection policy? [Less Weighted]

- Yes No

GV5.7 Is there a publicly-known mechanism through which customers can provide product feedback, ask questions or file complaints? [Less Weighted]

- No
- Yes, there is a mechanism for feedback to be sent privately to company
- Yes, there is a mechanism where feedback is made transparent to the public

Governance: Governance Metrics

GV1.1 On what date did your last fiscal year end? [Not Weighted]

6/30/2015

GV1.2 Reporting currency [Not Weighted]

- Australian Dollar - AUD

GV5.3	Total Earned Revenue	
	From the last fiscal year	392,991.00
	From the fiscal year before last	429,302.00
GV5.4	EBIT (Earnings Before Interest & Taxes)	
	From the last fiscal year	393,000.00
	From the fiscal year before last	429,302.00
GV5.5	Net Income	
	From the last fiscal year	193,189.00
	From the fiscal year before last	134,674.00

Community

Community: Diversity & Inclusion

CM3.2 What % of the company is owned by the following groups?

0%	1-9%	10-24%	25-49%	50%+	Don't know	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Women and/or individuals from underrepresented populations, including low-income communities
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Nonprofit organization(s)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Non-accredited investors

CM3.3 Optional unweighted metrics: Approximately what % of your company's ownership is held by individuals from the following groups?

Women	50%
Low income communities	
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)	

CM3.5 What % of the members of your Board of Directors or other governing body are women or individuals from other underrepresented populations? [Equally Weighted]

0% 1-9% 10-24% 25-49% 50%+ Don't know N/A

Answer(s): seatedmassage is 50% owned by Lena MacRae. Lena is a co-director of seatedmassage.

seatedmassage is non-discriminatory however our massage practitioner supplier base is more than 50% female. It is the nature of our industry and it is a policy of SeatedMassage to engage a minimum of 50% female practitioner suppliers.

CM3.6 Optional unweighted metrics: Approximately what % of your Board of Directors or other governing body are from the following groups?

Women	50%
Low income communities	
Other underrepresented populations (e.g. minorities, LGBT community, individuals with disabilities, etc.)	

CM3.11 What % of your Significant Suppliers are majority owned by women or individuals from underrepresented populations? [Equally Weighted]

0% 1-9% 10-19% 20-29% 30%+ Don't Know

CM3.12 Does the company have a written policy giving preference to suppliers owned by women or individuals from underrepresented populations? [Less Weighted]

Yes No

Answer(s): Yes. Public facing webpage: <http://www.seatedmassage.com.au/about-seated-massage.php?Our-story-5>

Please see item 'Our Supplier Engagement Policy'

Community: Civic Engagement & Giving

CM4.1c Does the following apply to the company's charitable giving and civic engagement in policy or in practice? [Equally Weighted]

- Statement on the intended social or environmental impact of company's charitable contributions
- Cash and in-kind donations (excluding political causes)
- Community service and pro bono service
- Formal donations commitment (e.g. 1% for the planet)
- Other (please describe)
- None of the above

Other: See 'answer details'. Answer(s): We have provided pro bono massage services for the NSW Heart Foundation both in their corporate office and at events; we have provided pro bono services for NSW Mental Health Week amongst others listed on our website. We have provided regular at cost massage to Hub Australia currently provide at cost monthly massage for the Mental Health Co-ordinating Council in Sydney.

In recent months, we have initiated two further schemes listed on our website under Social and Environmental responsibility.

We are always looking for opportunities to provide our services at cost and / or pro bono to those doing good in the community.

Please see:

<http://www.seatedmassage.com.au/about-seated-massage.php?Social-and-environmental-responsibility-2>

CM4.5 Number of hours volunteered by full-time and part-time employees of the organization during the last fiscal year. This should include both paid and unpaid time spent volunteering during traditional work hours, either for company-organized events or for employee-initiated activities. [Not Weighted]

78.00 Answer(s): Minimum 30 hours provided to Mental Health Coordinating Council at cost.

Minimum 24 hours provided to Uni students / young entrepreneurs who also work part time at a local accounting firm and give of their time to the local start up community.

Minimum 24 hours provided to Hub Adelaide community, both members and visitors focussing on new member (welcomes) and social entrepreneurs.

CM4.6a What was the % of per capita worker volunteer, community service, or pro bono time donated in the reporting period? Calculate using a 2000-hour work year: Total Hours Donated / (# FTE * 2000 hours) [Heavily Weighted]

- 0%
- 1-2.4% of time
- 2.5-5% of time
- >5% of time
- Don't know / not monitored

CM4.7 Total amount (in currency terms) donated for charitable-giving purposes during the last fiscal year. Report with the currency specified in GV1.2 for this metric. [Not Weighted]

CM4.8a What was the % of profits or sales that your company gave to charity during the last fiscal year? Please select the lesser of % of profits or % of sales that the company donated in each answer bucket. Please include tax deductible in-kind donations but do not include pro bono time. [Most Heavily Weighted]

- 0%
- 1-3% of profits or <1% of sales
- 4-9% of profits or 1-2.4% of sales
- 10-49% of profits or 2.5-12.4% of sales
- 50+% of profits or 12.5+% of sales
- Don't know

CM4.9 Which organizations does your company support? [Not Weighted]

UNHCR; WWF; World Vision; Mental Health Co-ordinating Council; Hub Australia; UNICEF Australia; Mental Health Australia

Community: Local Involvement

CM5.1a We realize that for companies with more than one office, the definition of local involvement is a more complicated one to answer. Please tell us a bit about the structure of your company geographically. [Not Weighted]

We are headquartered in Adelaide, South Australia. Full time employees work out of this location. We provide services nationally. Suppliers / contractors provide their services for us to our clients in the city of their location.

CM5.3a What % of your company's expenses (excluding labor) was spent with independent suppliers located within 200 miles (or 322km) of the company's headquarters or main production facilities? [Equally Weighted]

- <20%
- 20-39%
- 40-59%
- 60%+
- Don't know

CM5.8 Is the majority of your company's banking services provided by an institution with any of the following characteristics?
[Equally Weighted]

- A certified CDFI or national equivalent social investment organization
- A certified B Corporation
- A member of the Global Alliance for Banking on Values
- A cooperative bank or credit union
- A local bank committed to serving the community
- An independently owned bank
- None of the above

Answer(s): We have joined Bank Australia for all the above mentioned reasons.

We require bank feeds to our accounting software 'Xero' to continue to run our business efficiently and thus will initiate full business and personal banking with Bank Australia by late October 2015 as this is when they have indicated the feeds will go live.

Community: Suppliers, Distributors & Product

CM6.1 Tell us about your Significant Suppliers - what type of business(es) are they and approximately how many do you source goods & services from? [Not Weighted]

80 professional Massage Practitioner suppliers nationally. All other suppliers such as accounting, web development, graphic design, massage products such as towelling etc are sourced locally to us wherever possible.

The massage practitioners are self employed, supplying us with their services and are representing themselves as professionals as much as our business when they are on site visiting one of our clients.

CM6.2 This question determines the set of supplier-focused questions your company will respond to: Does your company screen and/or evaluate Significant Suppliers for social and environmental impact? [Not Weighted]

Yes No

CM6.4 What is the social and environmental screen that is used for a majority of your company's Significant Suppliers: [Equally Weighted]

- No formal screening process in place
- Screened for specific negative practices (e.g. no child labor, no negative environmental impacts)
- Screened for positive practices (environmentally-friendly manufacturing process; excellent labor practices, etc)

Answer(s): We are by default a low impact business environmentally. We discourage motor vehicle use wherever possible. We strongly recommend to our practitioner suppliers they utilise public transport or other means and as such do not financially provide for any road tolls or parking costs.

Our practitioner suppliers are not required by us to apply hands on treatments for any more than 6 hours per 24 hour time period.

As we gain more information on sustainable practices such as low impact equipment, we pass this information on to practitioners where applicable.

Other suppliers are sourced locally wherever possible. We are very conscious of their labor practices.

We now have a Social and Environmental Supplier Questionnaire to issue to prospective suppliers. This is a voluntary use document. Completion or otherwise is an indicator to us of a suppliers attitude toward social and environmental issues.

CM6.5a When monitoring and evaluating the on-going social and environmental performance of the majority of Significant Suppliers, which of the following apply? [Equally Weighted]

- No formal supplier monitoring and evaluation process
- Significant Suppliers are evaluated based on company's own criteria
- Significant Suppliers are evaluated based on social and environmental standards best-in-class third-party certification for your industry (ISO, SA8000, etc.)
- Company visits a majority of Significant Suppliers on-site

CM6.16a Does the company have any of the following independent contractor communication channels? [Equally Weighted]

- Formal routine process to provide independent contractors post-project or post-contract performance feedback
- Formal routine process for independent contractors to communicate post-project or post-contract feedback to the company
- None of the above
- N/A - No independent contractors used

CM6.22a During the last fiscal year, what % of revenues are generated from products that have a certification that assesses the product or production process for the product (including certifications related to social and environmental performance)? For service providers, what % your services have been reviewed and certified by an accreditation body? Select N/A if industry or service relevant accreditation does not exist. [Equally Weighted]

- 0% 1-9% 10-24% 25-74% 75-99% 100% Don't know N/A

Answer(s): Our service provision is only viable if our suppliers continue meet the standards set by the trade associations they belong to. They must all accrue yearly continuing education units / points to remain accredited and thus able to purchase professional indemnity insurance.

Environment

Environment: Land, Office, Plant

- EN2.2a What % of company facilities (by square feet, both owned by company or leased) are LEED certified, satisfy the requirements of the Living Building Challenge, or other accredited green building programs? Select N/A if your company utilizes virtual office. [Equally Weighted]
- <20% 20-49% 50-79% 80%+ N/A
- EN2.4 Does the company have a company-wide recovery and recycling program that includes the following? [Equally Weighted]
- Paper
 - Cardboard
 - Plastic
 - Glass & metal
 - Composting
 - None of the above
- EN2.12 Which of the following chemical reduction methods have been implemented at the majority of your corporate facilities on a consistent basis? [Equally Weighted]
- Non-toxic janitorial products
 - Unbleached / chlorine free paper products
 - Soy-based inks or other low VOC inks
 - Organic or sustainable kitchen products
 - Other (please describe)
 - None of the above
- EN2.16 What of the following recycled/sustainable input materials products are purchased for the majority of office use? [Equally Weighted]
- Recycled/sustainable input office supplies (paper, pens, notebooks, etc.)
 - Reclaimed/reused office furniture
 - Reusable/compostable catering supplies
 - Other (please specify)
 - None of the above
- EN2.17 What % of your company's printed materials use recycled paper content, FSC certified paper, or soy-based inks? Select N/A if your company does not have any printed materials or have achieved a paperless office. [Equally Weighted]
- 0% 1-24% 25-49% 50-75% >75% N/A

EN2.22a If you lease your facilities, have you worked with your landlord to implement/maintain any of the following? Select N/A if you do not lease your building. [Equally Weighted]

- Energy efficiency improvements
- Water efficiency improvements
- Waste reduction programs (including recycling)
- None of the above
- N/A

Answer(s): seatedmassage is a member of Hub Australia - a co-working space. We joined for collaboration purposes business wise and to be actively involved as part of the collective in decisions made on environmental impacts of how the space is set up and run. We are an active participant in the Hub Adelaide member council who meet quarterly to discuss and action these items.

Environment: Inputs

EN3.1 Does your company monitor, record and/or report its usage of energy and water?

We do not currently monitor and record usage	We monitor and record usage (no reduction targets)	We monitor and record usage, and have specific reduction targets	We monitor usage and have met specific reduction targets during the last fiscal year	We do not currently monitor and record our usage
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Energy:
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Water:

EN3.2 Total company energy use (kWh) during the last 12 months [Not Weighted]

46,244.77 Answer(s): We run our business out of Hub Adelaide, owned by Third Spaces Group (Hub Australia). Hub Australia runs 3 x sites in Australia. This equates to 5 x floors. Hub Adelaide occupies 1 x floor. This figure reflects that. We have spent approximately 1320 hours running our business from Hub sites in Australia during the past fiscal year July 14 to June 15.

Hub Australia purchase 100% renewable energy.

We sometimes work from a home office (rarely <10%) where we also purchase 100% renewable energy.

- EN3.3 Total energy used from renewable resources (kWh) during the last 12 months [Not Weighted]
 34,907.14 Answer(s): We run our business out of Hub Adelaide, owned by Third Spaces Group (Hub Australia).
 Hub Australia runs 3 x sites in Australia.
 This equates to 5 x floors.
 Hub Adelaide occupies 1 x floor.
 This figure reflects that.
 We have spent approximately 1320 hours running our business from Hub sites in Australia during the past fiscal year July 14 to June 15.

 Hub Australia purchase 100% renewable energy.

 We sometimes work from a home office (rarely <10%) where we also purchase 100% renewable energy.
- EN3.4 Total water use (liters) during the last 12 months [Not Weighted]
 Not tracked / unknown
- EN3.6a What % of energy use (including electricity and other energy consumption from heating, hot water, etc.) is produced from renewable sources? Please include both purchased and onsite-generated renewable energy. [Heavily Weighted]
 0% 1-24% 25-49% 50-74% 75-99% 100% Don't know
 Answer(s): We utilise 100% renewable energy at our home / HomeOffice and have purchased carbon credits to offset the past year of car use and energy spent getting to and from and at co-work spaces we visit such as Hub Australia.

 A total of 22 carbon credits have been purchased and retired for the fiscal year July 14 to June 15.
- EN3.7a Has the company increased its % use of renewable energy annually at its corporate facilities? [Equally Weighted]
 Yes No Already Maximized (100% renewable)
- EN3.8a For which of the following systems have you used energy conservation/ efficiency measures for your corporate facilities in the past year? [Equally Weighted]
 Equipment: Energy Star Appliances / Automatic Sleep Modes / After-Hour Timers / etc.
 Lighting: Natural Light / CF Bulbs / Occupancy Sensors / Daylight Dimmers / Task Lighting / etc.
 HVAC: Programmable Thermostat / Timers / Occupancy Sensors / Shade Sun-Exposed Walls / Double-Paned Windows / etc.
 Other (please specify)
 None of the above
 N/A - We utilize virtual office
- EN3.10a Which of the following water conservation methods have been implemented at the majority of your corporate offices: [Equally Weighted]
 Low-flow faucets/taps, toilets/urinals, showerheads
 Grey-water usage for irrigation
 Low-volume irrigation
 Harvest rainwater
 Other (please describe)
 None

Environment: Outputs

EN4.1 Please select the option that best describe how you monitor and record the following emissions:

- | Company does not currently monitor and record emissions | Company monitors and records emissions (no reduction targets) | Company monitors emissions and has specific reduction targets | Company monitors emissions and has met specific reduction targets during the reporting period | Eliminated emissions of this by-product entirely |
|---|---|---|---|--|
|---|---|---|---|--|



Scopes 1 and 2 greenhouse gas (GHG) emissions

EN4.5 Waste Disposed (metric tonnes) during the last 12 months [Not Weighted]

Not tracked / unknown

EN4.6 Waste Disposed: Recycled/Reused (metric tonnes) during the last 12 months [Not Weighted]

Not tracked / unknown

EN4.7 Total Greenhouse Gas Emissions (metric tonnes of CO2 equivalent) in:

Scope 1: 7.39

Scope 2:

Scope 3:

EN4.17 Is hazardous waste (batteries, paint, electronic equipment, etc.) always disposed of responsibly, in a way that the company can verify? [Equally Weighted]

- Yes
 No
 N/A - We have eliminated hazardous waste

Answer(s): Batteries etc are disposed of via the Hub Australia (a certified B Corp) disposal program.

Computer equipment is either on-sold or disposed of via Apple Computers recycling program.

Other electronic items are disposed of via the techcollect.com.au waste disposal sites locally.

No toxic waste is produced in the application of our services.

Impact Business Models

Impact Business Models: Mission Locked

IBM1.1 Does your company have any of the following enterprise models? Select from the following socially- and environmentally-focused enterprise models that describe the specific problem your company attempts to solve. Many companies choose "None of the above models apply." If you do select one of the models below, you will be asked a series of follow-up questions in order to receive credit for the model.

Yes No

- Our products or services benefit consumers by providing one of the following: provision of basic services, health care or healthy products; education; support of general knowledge, arts, or cultural heritage; improved economic opportunity or social/economic empowerment; market access through previously unavailable infrastructure; or servicing non-profit organizations and other purpose driven enterprises with fundraising/capital/capacity-building needs.
- Our product or service conserves the environment through the following: Providing or being self-powered by renewable energy or cleaner-burning energy than market alternatives; enhancing energy and/or water efficiency; reducing waste; conserving land or wildlife; reducing toxic/hazardous substances (ie. organic); pollution prevention and remediation methods; measuring, researching, or providing information to solve environmental problems; providing financing and/or lending tied to an environmental mission
- Workers own more than 40% of our company (e.g. a worker cooperative or a company that has significant ownership by non-executive workers)
- Our company is a producer cooperative where owners are supplier members who organize production (e.g. farmer cooperative, artisanal cooperative)
- Our company focuses on alleviating poverty through its supply chain, via 1) sourcing through fair wage certified suppliers or 2) providing technical assistance/capacity building to small-scale suppliers -- individuals or cooperatives/companies with fewer than 50 workers, or 3) guaranteeing future purchases and payments with contracts.
- Our company uses a microfranchising or micro-distribution model that provides income generation opportunities for low-income individuals or individuals from chronically underemployed communities. Microfranchises have on average fewer than 10 workers, are independently owned and operated, and distribute products exclusively for the parent company. Microdistribution is a sales and revenue model that relies on network of individual sellers/retailers for whom the product comprises at least 50% of their total income.
- Our company donates at least 20% of profits or 2% of sales to charity or a non-profit foundation on an annual basis, or is at least 20% owned by a non-profit.
- Our company has targeted and hired more than 10% of total workers from chronically underemployed populations (including but not limited to low income, previously-incarcerated or discriminated individuals) and/or the company extensively trains/invests in these workers.
- Company is specifically designed to focus on or rebuild the local community
- Our production practices are designed to conserve the environment across the company's entire operations (e.g. retrofitting facilities to make them green/energy efficient, changing transportation/distribution to make environmentally efficient, monitoring & reducing water, waste, emissions and energy use)
- None of the above models apply

IBM1.2 Separate from a mission statement, has your company done any of the following to legally ensure that its social or environmental mission will be maintained over time, regardless of company ownership? [Equally Weighted]

- Signed a contract or board resolution to amend or adopt a legal form that requires consideration of employees, community, and the environment (i.e. Signed B Corp Term sheet but have not yet adopted stakeholder consideration)
- Amended corporate governing documents to require the consideration of employees, community and the environment (e.g. Amended Articles of Incorporation)
- Has a specific legal entity/governance structure that preserves mission (i.e. cooperative or non-profit)
- Legal entity/governance structure preserves mission and requires stakeholder consideration (i.e. Benefit Corp or cooperative that has amended governing documents to include stakeholder consideration)
- Other - Please describe
- None of the above

Impact Business Models: Community P&S Introduction

IBM3.1 How do your products serve your customers? (Please select the ONE most impactful way that each product line is solving a social problem for your customers.)

Yes No

- Provides basic services to the underserved without prior access (e.g. providers of electricity or clean drinking water to rural poor communities, affordable housing projects, waste and sanitation systems or disposal)
- Promotes health or healthy lifestyles (e.g. medical equipment, medical services and medicines, preventative health services or products, healthy living products, exercise and sporting products, prescription eyeglasses)
- Promotes education or professional skills development (e.g. schools, textbooks, tutoring services, career leadership training, education tools, games and software)
- Creates economic and/or empowerment opportunities by supporting low-income/under-served individuals in improving or enabling income-generating activities (e.g. financial or insurance services or benefits consulting for the under-served, new mechanisms to connect products to market)
- Creates access to capital and capacity building for purpose-driven enterprises (e.g. impact investing, sustainability consulting, nonprofit fundraising services, products that assist in raising capital)
- Promotes arts, media and pursuit of knowledge (e.g. independent media, artisanal crafts, photography, information services)

Impact Business Models: Health

IBM5.1 Tell us more about how your product or service improves health outcomes or promotes healthy living. [Not Weighted]

- :: Promotes the value of positive touch in the greater community via safe and ethical massage. Touch promotes bonding and is the first language of compassion.
- :: We provide safe and ethical massage services to many people who are otherwise devoid of touch.
- :: Touch given with good intent promotes empathy, can ease pain, can help alleviate depression and even help a sporting team win!
- :: Through massage we help individuals identify specific bodily tensions and provide ways to address these both at the time of contact and post contact. Massage also serves to ease mental stress by relaxing the body.
- :: Provides companies with a powerful and sustainable method of employee engagement.
- :: Expresses the caring values an employer has towards employees.
- :: Provides (enforced) downtime for recipients which has proven health benefits and stimulates productivity and creativity.
- :: Well intentioned touch releases Oxytocin (the love hormone). As the ultimate stress reliever - Positive Touch has been proven to positively impact the vagus nerve cluster in our body:
"Neurologically, the vagus nerve system acts as the opposite of the fight or flight system. The vagus nerve cluster creates a relaxation response in the body. A simple touch can end the release of stress hormones through the body. It can also begin the release of oxytocin, sometimes called the "Love Hormone," allowing the body to relax. The science of touch is teaching us too that the vagus nerve cluster responds to warm touch by helping calm stress in the body, especially stress in the heart and entire cardiovascular system."
- :: Simply, if you receive positive touch, you will feel better about yourself and the world around you impacting everyone and everything around you. This cannot be overestimated as a benefit to the community at large.

IBM5.2 Which of the following product or service descriptions best fit your company? [Not Weighted]

- Products/services that have reduced human health risks as compared to traditional products, but are used for another purpose (e.g. BPA free water bottles, Low-VOC paints)
- A food that meets FDA guidelines (or similar government body) of "healthy" and replaces an alternative, either in where the product is available (i.e. a low income neighborhood) or in comparison to another product
- Products/services that assist in the delivery of health care, that are widely adopted as a solution by the market (e.g. prescription eye glasses, contraceptives, sterile hospital equipment)
- Products/services promote healthy lifestyles (e.g. herbal medicines/remedies, products that are only used for sport/exercise, yoga)
- Products/services *support* the promotion of health directly to the individual/patient (e.g. drug-tracking technologies, diagnostics)
- Products/services treat or prevent illness or disability (e.g. life-saving medical equipment and services, health clinics, pre-natal care, vaccinations/internationally-approved medications, hospitals)
- These descriptions do not apply to our company's product/service (Skip the remainder of this section)

IBM136.7 How many customers/clients/beneficiaries were served through the provision of the previous products or services during the last 12 months? Please provide figures that are as accurate as possible. Estimates within +/- 5% acceptable. Do not double count.

Individuals

Households

Communities

Businesses/Non-Profits

116.00

Governments

- IBM5.4 Please provide a brief description of how you track your customer/client/beneficiary figures. [Not Weighted]
We simply list bookings via our CMS and Accounting system.
- IBM5.5 What were your total revenues last fiscal year from the above products or services? [Not Weighted]
392,991.00
- IBM5.6 What % of your revenues last fiscal year were from the above products or services? This % is automatically calculated by clicking the Refresh Calculation button below. [Not Weighted]
- IBM5.7 This is a calculated question based on your answer from IBM5.2: Which of the following product or service descriptions best fit your company? And, question IBM5.6: What % of your revenues last fiscal year were from the above products or services? [6x]
- IBM5.8 What is the unit of measure for reporting the units sold, produced, exported or installed by the company? [Not Weighted]
 Hours
- IBM5.9 Amount of the product or service sold in the last fiscal year. [Not Weighted]
 Not tracked / unknown
- IBM5.10 Please describe how desired outcomes have been defined, measured and/or met by your company. If no formal outcomes measurement, select N/A below. [Not Weighted]
 N/A
- IBM5.11 Has your company defined the outcomes (separate from the outputs) it seeks through the provision of this health product/service to its client base? Defined outcomes include specific targets that are based on existing literature (e.g. improved health status, reduced mortality and morbidity, positive behavioral change, improved quality of life) that can be measured. [Least Weighted]
 Yes No, not at this time
- IBM5.12 If you answered yes above, select all of the relevant options regarding evidence on ability to meet desired outcomes. [Least Weighted]
 N/A
 There is credible secondary research that supports the link between the company's desired output(s) and the targeted societal outcome(s)
 The company has conducted or participated in its own primary research to 'support' the link between its output(s) and the target societal outcome(s) - e.g., customer surveys, stakeholder feedback forums, qualitative interviews/case studies.
 The company has participated in a study that is scientifically designed to support the link between its output(s) and the target societal outcome(s) (e.g. randomized controlled trial (RCT) or longitudinal study).
 Company's innovation or product is too early stage to have conducted primary research or have a body of secondary research to reference
 None of the above

IBM5.13 If direct research on your product/service has been performed, did the results confirm that a desired outcome is being achieved? [Least Weighted]

Yes No, not at this time N/A

IBM5.14 Is there something different or innovative about the company's health product/service that has changed the industry? Is this something that is replicable, unique at the time that it was created, that has been emulated by other organizations? [Not Weighted]

seatedmassage were one of the very first in Australia (1993) to offer/provide what is now commonly known around the world as 'Corporate Massage'. The concept was developed in the U.S in the 1990's, to take massage out of the traditional spa environment and into environments that are often high stress, providing instant relief via short, non-invasive chair massage and safe, ethical human touch to those who are often and / or generally devoid of this. And it has evolved and grown from these humble beginnings. We have been often imitated and copied right down to copy in communications.

Our focus now is to continue to build greater social and environmental policies and actions into the Seated Massage service offering, engaging all our stakeholders by example (practitioner suppliers) and accessibility to joining us in providing socially and environmentally (company clients and individual recipients). We strive to continue to be the example within our industry, creating accessible ways for all to engage in thoughtful and impactful direct business practices and with methods of social and environmental provision.

Disclosure Questionnaire

Disclosure Questionnaire: Disclosure Industries

DQ1.1 Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.

Yes No

- Any product or activity deemed illegal under host country laws or regulations or international conventions and agreements
- Gambling
- Pharmaceuticals subject to international phase-outs or bans
- Payday lending
- Pornography
- Wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

DQ1.2 If you selected "Yes" above, please provide a detailed explanation of the company's involvement here. [Not Weighted]

Disclosure Questionnaire: Disclosure Practices

DQ2.1 Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "True." If false, select "False."

True False

- Company formally registered in accordance with domestic regulations
- Company has not reduced or minimized taxes through the use of corporate shells or structural means
- Company facilities are not located adjacent to or in sensitive ecosystems
- Company or company suppliers do not use any workers who are prisoners

DQ2.2 If you selected "False" above, please provide a detailed explanation of the company's engagement in these practices here. [Not Weighted]

Disclosure Questionnaire: Disclosure Outcomes

DQ3.1 Please indicate if the following statements are true regarding if the company has experienced any of the following in the past 5 years. Check all that apply. If the statement is true, select "True." If false, select "False."

- | True | False | Don't know | |
|----------------------------------|-----------------------|-----------------------|--|
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Company and Significant Suppliers have not had an operational or on-the-job fatality |
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Company and Significant Suppliers' sites have not experienced any accidental discharges to air, land or water of hazardous substances |
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | No construction or operation of company and Significant Suppliers' facilities resulted in physical resettlement or economic displacement involving 5,000 or more people near your facility |
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | No material litigation against the company |
| <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | Company has not filed for bankruptcy |

DQ3.2 If you selected "False" above, please provide a detailed explanation of the company's experience related to the above statement here. [Not Weighted]

Disclosure Questionnaire: Disclosure Penalties

DQ4.1 Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.

- | Yes | No | |
|-----------------------|----------------------------------|--|
| <input type="radio"/> | <input checked="" type="radio"/> | Diversity and equal opportunity |
| <input type="radio"/> | <input checked="" type="radio"/> | Environmental issues |
| <input type="radio"/> | <input checked="" type="radio"/> | Financial reporting |
| <input type="radio"/> | <input checked="" type="radio"/> | Geographic operations or international affairs |
| <input type="radio"/> | <input checked="" type="radio"/> | Investments or Loans |
| <input type="radio"/> | <input checked="" type="radio"/> | Labor issues (internal and supply chain) |
| <input type="radio"/> | <input checked="" type="radio"/> | Marketing |
| <input type="radio"/> | <input checked="" type="radio"/> | Political contributions |
| <input type="radio"/> | <input checked="" type="radio"/> | Taxes |
| <input type="radio"/> | <input checked="" type="radio"/> | Bribery, fraud or corruption |

DQ4.2 If you selected "Yes" above, please provide a detailed explanation of the complaint/fine/sanction here. [Not Weighted]