



# Draft Methodology for the Integrated Transition Assessment

**For public consultation**

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# 1. Introduction: Why we are changing

The risks linked to climate change, nature loss and social inequality are more visible and consequential than ever. Extreme weather is disrupting supply chains. Ecosystems that underpin entire industries are degrading. Workers and communities are bearing the costs of a transition that was meant to benefit them. These realities are reshaping how companies operate, compete and survive. At the same time, the world has shifted. Political and financial support for the broad sustainability agenda has narrowed. Governments, investors and civil society are focusing their attention on a smaller set of priorities. And many companies, overwhelmed by fragmented reporting requirements and competing demands, are struggling to translate ambition into credible, coordinated action.

Many companies have plans and targets, but the gap between what companies have committed to and what they are doing is widening. Moreover, almost all companies treat climate, nature and people as separate agendas, and this separation is itself part of the problem. A company cannot decarbonise sustainably if it destroys ecosystems or defers the cost onto workers and communities, and its commitment to human rights cannot be credible if it is infringing on people's right to a safe and healthy environment. The rapid scaling of AI is amplifying interdependencies across systems: driving increases in energy and water use, reshaping work and labour markets and creating new risks and inequalities that call for greater transparency and accountability from companies.

Starting in 2027, WBA will assess companies using an Integrated Transition Assessment. This will replace our separate benchmarks with a single unified methodology, incorporating climate, nature, and social dimensions, and used to assess the world's 2,000 most influential companies across sectors. Under climate, we will assess the credibility of climate transition plans and monitor whether companies are reducing their greenhouse gas emissions (or their investments, in the case of financial institutions) in line with a low-carbon pathway. Under nature, we will consider the steps companies are taking to identify and reduce their most important negative impacts on natural resources and biodiversity. And under social, we will examine what they are doing to respect human rights, improve the lives of workers in their operations and value chains, including those affected by a sustainability transition, and reduce their negative impacts on society. Our social indicators will examine, for the first time across 2000 companies, whether companies have a strategy for the responsible use of AI, including safeguards for the privacy of their workers.

Our new assessment methodology will cover a) whether and how companies are *planning* a sustainability transition, including their commitments, targets, and governance structures; b) whether they have credible *implementation* systems in place to deliver on those plans, including processes, monitoring systems, stakeholder engagement, and adequate resource allocation; and c) if their *performance* on key, quantifiable metrics, demonstrates that plans are turning into real-world impacts.

We will apply the same set of indicators to assess the core climate, nature and social expectations of all companies, irrespective of their sector. The scoring of each indicator, however, will depend on a company's sector and main area of economic activity. For example, our climate assessment will monitor the greenhouse gas emissions of real economy companies, but for financial institutions it will track their financed emissions. Our methodology will define sector-specific requirements in areas such as material impacts, stakeholder engagement, and governance, which will be applied as appropriate.

The approach to the overall scoring and presentation of results will prioritise simplicity and ease of interpretation. For each company, the assessment will be summarised in a 3x3 matrix that scores a company on planning, implementation, and performance across the climate, nature, and social



dimensions. Scores will be of a “ladder” type (from no disclosure to advanced), with each step of the ladder corresponding to a meaningful set of criteria.

The Integrated Transition Assessment will bring the different expectations of companies into a coherent and simple framework allowing us to define what credible, integrated transition planning looks like when climate, social and nature are considered as connected forces. Building on a decade of benchmarking, now companies, investors, policymakers and civil society have a global reference point for understanding whether the world's most influential companies are genuinely preparing for and delivering on the transitions the world urgently needs.

WBA is building this framework to generate the evidence and guide truly collaborative and connected action, providing objectivity where truth seems negotiable and certainty in a world of confusion. For companies, it means a streamlined, integrated view of their transition performance, bringing clarity across competing frameworks and fragmented data to reveal what needs to change, in what order, and where the greatest risks and opportunities lie. For governments, it provides a clear, comparable view of corporate risk management that strengthens economic stability and enables smarter policymaking. For financial institutions, it builds the ability to assess real-world exposure, anticipate stranded assets and identify who is genuinely leading the transition. And for civil society, it offers the evidence to demand actions beyond targets and the tools to hold companies to account on their delivery.

This document sets out the fundamentals of our proposed new methodology. Here we describe the principles that guided the design of our methodology and our rationale for selecting and scoring indicators. We also present our proposal for bringing the indicators together in a coherent framework, as well as our approach to the overall scoring and final presentation.



## 2. Design principles

The development of the Integrated Transition Assessment Methodology was guided by the following design principles:

- The framework should be **impact-oriented**, true to our mission of holding companies to account and improving lives and environments of those directly impacted by companies;
- There should be a **single, integrated framework**, applicable across all companies and sectors, that is flexible enough to accommodate sectoral differences;
- The framework should be **simple**, with as few indicators as possible, intuitive to use and easy to understand;
- As with our previous benchmarks, it should be **science-driven** and aligned with **international norms and reporting standards**; and
- The new framework should have **some continuity** with our previous benchmarks to allow comparability and enable us to track progress over time.



## 3. Indicator selection

Indicators are the building blocks of our assessment framework. Each indicator represents a distinct expectation we have identified for companies, informed by scientific consensus, international conventions and standards, and other sources underpinning their inclusion. The choice of indicators is, therefore, a primary and consequential decision in the development of our new framework.

Since 2018, WBA has developed multiple iterations of methodologies across seven transformations and four deep-dive 'spotlight' topics. Our methodologies have been widely consulted and draw on the best available science and are aligned with globally accepted standards. We have benchmarked nearly 2,200 companies, with some companies being assessed up to six times. The benchmarks we published in 2026 are made of 215 different indicators, each of them divided into two or more elements (i.e. sub-indicators).

This trove of indicators provided the core source material for the Integrated Transition Assessment Methodology. First, we mapped all the indicators across our existing benchmarks, checking for overlaps in concepts and issues that have been deemed important following numerous consultations. We then carried out a prioritisation and selection process, informed by our expertise and learnings from previous benchmark iterations, and guided by the following principles:

- The indicator addresses the most crucial aspects of what companies should be planning and acting on as part of their climate, nature or social transitions. Topics that do not fall under one of these are out of scope.
- The expectations for companies on the indicator topic are clearly defined based on existing standards, frameworks, guidance, multilateral agreements and other credible sources.
- The indicator is measurable, and we are confident that it can be assessed using publicly available corporate disclosure.
- The indicator should be applicable to all the companies we assess, covering both real economy and financial institutions, to allow for a comparable analysis across all assessed companies.
- There should be potential for improvements through the assessment process by providing companies with a clear direction and opportunity to engage with WBA and peers on the topic, as well as by offering other stakeholders the necessary data to help move the needle in policy setting or civil society advocacy efforts.
- The framework will be grounded in globally recognised standards and normative frameworks, while remaining open to emerging evidence and aspirational, evidence-based expectations where standards have not yet caught up with scientific consensus or evolving corporate impacts.

Our indicator selection also aimed to ensure that our assessment framework is aligned with, and builds on, current and emerging guidance for companies on climate, and increasingly also nature, transition plans (see section 4.a. below) For alignment with social indicators, we referenced the UN Guiding Principles on Business and Human Rights, the OECD's Guidelines for Multinational Enterprises, Corporate Governance Principles, AI Principles and Privacy Guidelines, the ILO Declaration on Fundamental Principles and Rights at Work and corresponding ILO conventions and standards, the EU AI Act Articles 16-17, and UNESCO's Recommendation on the Ethics of AI, among others.



We checked that our proposed indicators speak to one or more of these elements. Where normative ambition and other gaps existed, we explored new indicators based on reports from the aforementioned bodies and other guidance documents.

This selection process with the principles noted above helped us to identify a set of candidate indicators relevant for either climate, nature or social transitions (or overlaps between them). The full list of proposed indicators, along with a short description, are presented in Appendix 1. In Sections 4 and 5 below, we explain how we see these indicators coming together into a coherent framework and how we plan to approach the overall scoring. In Section 6, we expand on our proposed approach to scoring the indicators, including how we plan to address sectoral differences.



## 4. Assessment framework: planning, implementation, and performance measurement areas

Indicators are grouped into measurement areas as a way to aggregate them by themes so they are easier to interpret, score and communicate. In the Integrated Transition Assessment Methodology, we propose to group and score indicators using three measurement areas: **planning, implementation, and performance**. These three categories broadly encompass what we expect to see from companies that are moving from ambition and strategy towards action. The decision to use these measurement areas is based on two main reasons. First, the guidance on climate transition plans<sup>1</sup> already distinguishes between key categories such as strategic ambitions, governance, metrics and targets, engagement strategy, and implementation strategy. These categories are mirrored in guidance for nature transition plans<sup>2</sup>, so together they suggest an emerging consensus about what is expected from companies in their transition planning. Our methodology covers all these expectations, but groups them in a different way. Second, we make a further distinction between the elements of a plan and the mechanisms for implementation, and the actual performance of companies, i.e. the observable outcomes of their plans. In this we follow our current climate methodology (ACT core) and some of the above-cited guidance.

### a. Planning

Indicators in this measurement area assess whether companies have a credible plan to transition on climate, nature and social issues. "Transition planning" refers to the strategic roadmap set out by companies to achieve sustainability goals. While the term is most commonly applied to *climate* transition plans (i.e. roadmaps towards net zero emissions), WBA intends to assess the credibility of a company's plans to deliver on nature and social objectives as well.

To assess companies in this measurement area, we draw largely on the current guidance regarding climate transition planning (see footnote<sup>1</sup>). WBA already looks at transition planning explicitly in our ACT Core Methodology, and there are many elements of planning in our other benchmark methodologies.

We suggest that this measurement area comprises indicators covering the following:

- *Ambitions and commitments*, including statements around objectives, priorities and significance for the company's business;
- *Targets*, including operational and financial;
- *Plans and roadmaps*, outlining how the company intends to reach its targets and ambitions; and
- *Governance*, including risk assessments, strategy and accountability.

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<sup>1</sup> See for example: WBA (2004). [Assessing the credibility of a company's transition plan: framework and guidance](#); [Assessing Transition Plan Collective \(ATP-Col\)](#); [Transition Plan Taskforce \(2023\). Disclosure Framework](#); [GFANZ \(2022\). Expectations for real economy transition plans](#); [WWF \(2025\). Climate transition plans. A deep dive into existing practices](#); [WBCSD and ERM \(2025\). Moving transition from plans to action: A transition planning primer](#).

<sup>2</sup> See [WWF \(2024\) Catalysing change: the urgent need for nature transition plans](#); and [TNFD \(2025\). Guidance on nature in transition plans](#).



## b. Implementation

If planning accounts for the “what” of a sustainability strategy, implementation focuses on the “how”, i.e. whether a company has the systems in place to deliver on its transition plans.

Credible planning will have feedback loops with implementation. This means a company should use the monitoring systems, stakeholder engagement, and assessment of its processes and actions to inform and, when necessary, revise its planning.

This measurement area would cover:

- *Monitoring systems and data collection* that the company uses to identify impacts or track progress;
- *Processes and procedures* it has in place to manage and prevent risks;
- *Stakeholder engagement*, i.e. how it gathers guidance from affected groups and experts for informed decision making and collaborates with others, as well as exerts influence to achieve sustainability objectives;
- *Allocation of resources*, i.e. investments the company is making to align its business with sustainability objectives; and
- *Other actions* the company is taking to deliver on its transition plan to address identified impacts, provide support to affected stakeholders and remediate harm

## c. Performance

This measurement area assesses the observable outcomes or impacts of companies on people and planet. Performance metrics are quantitative and trackable through time. We assess whether the company is aligned with scientific consensus, existing or likely future standards for key performance areas, including greenhouse gas emissions and nature impacts. We discuss what these performance indicators might look like for climate, nature and social, as well as the challenges to using them, in the section below.

Table 1 summarises the proposed content for each of the measurement areas. In Section 5, we outline what sorts of indicators each of those areas will use specifically to assess companies on the climate, nature and social dimensions.

<b>Planning</b>	<b>Implementation</b>	<b>Performance</b>
<ul style="list-style-type: none"><li>• Ambition/commitment</li><li>• Targets</li><li>• Governance</li><li>• Plans and roadmaps</li></ul>	<ul style="list-style-type: none"><li>• Processes and procedures</li><li>• Monitoring systems</li><li>• Stakeholder engagement</li><li>• Resource allocation</li><li>• Other actions</li></ul>	<ul style="list-style-type: none"><li>• Measurable impacts, trackable through time, using current or likely future standards as reference points</li></ul>



## 5. Operationalising measurement areas across climate, nature and social

Each of the proposed measurement areas applies to the three dimensions of climate, nature and social. In some cases, there will be overlaps and similarities, and in others the areas will look differently across the dimensions. Here we provide an overview of what would be assessed for climate, nature and social issues under each of the proposed measurement areas. (See *Table 2 below for a summary and Appendix 1 for a full list of proposed indicators.*)

### a. Climate:

The [ACT Core Methodology](#) already has well-defined measurement areas that aggregate into the two categories of planning and performance. We propose to keep this largely as it is currently, except (for the purposes of this integrated framework), to separate some elements into the implementation measurement area.

- Planning: Is there a credible, science-based transition plan? Current indicators A (science-based targets) and C (governance) would be under planning.
- Implementation: Are systems in place to deliver the climate transition plan? This would include most current indicators B (levers, actions, business models and value chain or client engagement) and D (capital allocation, including low-carbon CapEx investments, and shifts in business models).
- Performance: Is the company reducing emissions (or financed emissions) in line with its targets? We would use current indicator F (emissions alignment).

### b. Nature:

- Planning: Is there a credible plan to stop nature loss and support recovery? This will include indicators that speak to a nature transition plan, including governance indicators (e.g. risk and impact assessments, materiality assessments, accountability and sustainability strategy) and targets with relation to nature impacts and drivers (e.g. air, water, land, biodiversity, etc).
- Implementation: Are there systems in place to deliver a nature transition plan? Here we include the application of a mitigation hierarchy (i.e. avoid, minimize, restore, offset) and systems to assess, manage and monitor those nature impacts and risks that it has identified as material.
- For performance, we propose several quantitative data points that can be tracked through time and that represent key nature impacts that are material for the company in that sector. These could include water use, air pollution, or biodiversity loss.

### c. Social:

- Planning in social is different from climate and nature. There are multiple frameworks defining corporate expectations on social issues such as the UN Guiding Principles on Business and Human rights and ILO conventions. These human rights and decent work frameworks have defined how companies are expected to manage their impacts on people. More recently, gender equality and just transition frameworks have added new dimensions



to this picture. The Integrated Transition Assessment brings these together into a single, coherent view of what transitions mean for people and what people need from companies during transitions. Critically, just transition is no longer limited to the shift away from fossil fuels; digital transformation and AI adoption are now equally consequential. Under planning, therefore, we assess companies' responsible AI principles, data collection and sharing policies, as well as their processes for identifying and assessing the risks and impacts arising from AI on workers and other affected stakeholders. For financial institutions, these issues will be looked at from the perspective of what they finance, including their investments.

- Implementation: Many of WBA's current [Social Benchmark](#) indicators, including acting on human rights risks, grievance mechanisms, health and safety, and living wage fundamentals fall under implementation. This also includes indicators on stakeholder/client engagement and activities to address the economic impacts on workers and affected stakeholder from the climate and digital transitions. Furthermore, it assesses companies' actions around data breaches, user consent regarding personal data, and the use of AI in their processes and content generation.
- Performance on social indicators includes quantitative metrics on that can be tracked over time. However, unlike in climate and nature, there are no universally agreed upon quantitative, time-bound indicators. Therefore, WBA will be more prescriptive for social indicators, defining expected trajectories for certain social performance metrics. Examples include the share of women in strategic decision-making bodies, the percentage of the workforce attaining a living wage, and the proportion of grievances remediated.



**Table 2. Integrated Transition Assessment indicator overview**

	<b>Planning (Intent → Credible Transition Plan)</b>	<b>Implementation (Effort → Execution Systems)</b>	<b>Performance (Impact → Real-World Outcomes)</b>
<b>Climate</b>	<p><b>Focus:</b> Is there a credible, science-aligned climate transition plan?</p> <ul style="list-style-type: none"> <li>• Emissions measurement &amp; reporting systems</li> <li>• Targets related to emissions and alignment with 1.5°C pathways</li> <li>• Transition pathway specification (levers, timelines, dependencies)</li> <li>• Policy alignment (i.e. lobbying)</li> </ul>	<p><b>Focus:</b> Are there actions in place to deliver the climate transition plan?</p> <ul style="list-style-type: none"> <li>• Deployment of decarbonisation actions</li> <li>• Integration of transition plan into existing or new business models</li> <li>• Share of low-carbon business activities</li> <li>• Capital allocation alignment</li> <li>• Value-chain decarbonisation efforts</li> </ul>	<p><b>Focus:</b> Is the company’s emissions, production or investment portfolio aligned with the needs of the transition?</p> <ul style="list-style-type: none"> <li>• Absolute emissions reduction, including financed emissions</li> <li>• Climate-solutions production</li> <li>• Low-carbon portfolio investments</li> <li>• Progress vs targets</li> </ul>
<b>Nature</b>	<p><b>Focus:</b> Is there a credible plan to stop nature loss and support restoration?</p> <ul style="list-style-type: none"> <li>• Identification and assessment of DIRO/Materiality <ul style="list-style-type: none"> <li>○ Dependencies</li> <li>○ Impacts</li> <li>○ Risks</li> <li>○ Opportunities</li> </ul> </li> <li>• Identification of material locations and commodities</li> <li>• Targets for most relevant nature-related impacts (e.g. water, land, pollution, biodiversity)</li> <li>• Nature transition plan (including a strategy and resource allocation)</li> </ul>	<p><b>Focus:</b> Are systems in place to deliver the nature transition plan?</p> <ul style="list-style-type: none"> <li>• Application of mitigation hierarchy</li> <li>• Systems to assess and manage nature risks and impacts</li> <li>• Monitoring of impact drivers (i.e. measuring and reporting on water use, pollution)</li> <li>• Capital allocation alignment</li> </ul>	<p><b>Focus:</b> Is the company reducing its nature impact and contributing to ecosystem recovery?</p> <ul style="list-style-type: none"> <li>• Material impact drivers, including <ul style="list-style-type: none"> <li>○ Water withdrawal and quality outcomes in stressed catchments</li> <li>○ Pollution reduction</li> <li>○ Share of key commodities sourced from deforestation-free or sustainable origins</li> </ul> </li> <li>• State of nature <ul style="list-style-type: none"> <li>○ Extent / condition of ecosystems under protection, improved management, or active restoration</li> <li>○ Evidence of biodiversity improvement at key sites (e.g. species populations, extinction risk)</li> </ul> </li> </ul>

<b>Social</b>	<p><b>Focus:</b> Has the company identified human rights risks and planned for a just transition?</p> <ul style="list-style-type: none"> <li>• Commitments on: <ul style="list-style-type: none"> <li>○ Human rights</li> <li>○ Remedy</li> <li>○ Social dialogue</li> <li>○ Data collection and sharing</li> <li>○ Responsible AI</li> </ul> </li> <li>• Identify and assess human rights risks (including environmental dimensions)</li> <li>• Identify economic impacts of the climate and digital transitions and set targets to address them</li> <li>• Living wage target</li> </ul>	<p><b>Focus:</b> Are systems in place to identify, prevent, and address impacts on people?</p> <ul style="list-style-type: none"> <li>• Stakeholder engagement</li> <li>• Act on human rights risks (including environmental dimensions)</li> <li>• Grievance mechanisms</li> <li>• Freedom of association and collective bargaining activities</li> <li>• Wage-related activities</li> <li>• Health and safety activities (including climate adaptation and violence and harassment)</li> <li>• Upskilling/reskilling and other activities to address the economic impacts of the climate and digital transitions</li> <li>• Data breach disclosure, and user control over personal data</li> <li>• AI-generated content and AI use in processes</li> </ul>	<p><b>Focus:</b> Are outcomes for people improving in practice?</p> <ul style="list-style-type: none"> <li>• Representation in decision making</li> <li>• Wage gaps and living wage attainment</li> <li>• Remedying adverse impacts</li> <li>• Beneficiaries of activities to address the economic impacts of the climate and digital transitions</li> <li>• Responsible products, services and capital, assessing broader social impacts on health, including nutrition, privacy and livelihood</li> </ul>
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## Integration

We do not have an explicit integration measurement area and are not treating it as a separate dimension like climate, nature or social. But integration is crucial, and we will look at integration in a few different ways.

First, we will have indicators that are explicitly “integratory” in that they bring together different dimensions. While we don’t have explicitly labelled “just transition” indicators, our Integrated Transition Assessment will assess the impacts of decarbonisation on the workforce (i.e. climate/social integration) by looking at how companies are conducting dialogue with affected stakeholders and the efforts they make to reskill and upskill labour in the face of the changing job landscape. Other examples of integrating dimensions include consulting indigenous peoples and local communities on land use (social/nature), the right to a clean, healthy and sustainable environment (nature/social), or corrective actions on the impact of ecosystems created by the mining of critical metals for renewables (climate/nature).

Second, integration will show up in the criteria for assessing individual elements and/or indicators (*see section 6*). For example, governance indicators examine whether there is board-level accountability on climate, nature, and social issues. Our assessment criteria will look at these separately but will also focus on whether and how the board considers the coherence or trade-offs between these areas.

Finally, we can look at integration in the overall scoring (*see section 7*), recognising companies that are planning, implementing and demonstrating positive outcomes in their performance across climate, nature and social issues.

## 6. Indicator scoring approach

The new methodology has been designed to assess companies across all sectors against a common set of responsibilities and expectations. However, its application will be sector-sensitive, recognising that what matters most differs significantly across industries. The scoring of every indicator, i.e. whether a specific expectation is met by a company, will reflect the unique context and material issues relevant to its sector.

To implement this, we will adopt a structured approach to define sectoral priorities. We will assign every company to a main or primary sector and define *a priori* what the expectations are for that sector on a particular indicator. This approach is already used in our climate assessments with the ACT Core Methodology where sectoral specific emissions pathways are used to assess companies. Our proposal is to extend this approach to the nature and social dimensions.

For each sector we will determine:

- The most material risks and impacts, both social and environmental;
- Where in the value chain these impacts are most important, e.g. upstream, own operations, and/or downstream;
- The specific expectations on stakeholder engagement; and
- The specific governance expectations for that sector in terms of expertise and oversight.

We outline our approach to each in the sections below. An example of what this might look like in practice is presented at the end of this section, in Box 1.

### Material topics per sector

Material topics are those that “represent the organization’s most significant impacts on the economy, environment, and people, including impacts on their human rights” (GRI, 2021<sup>3</sup>). Focusing our assessment on material topics allows us to keep our framework applicable to all industries while measuring what matters most for companies in different sectors.

Determining what counts as ‘material’ for different sectors will be done by referencing established external guidance documents and standards such as SASB and GRI, as well as by drawing on the expertise that sits within WBA regarding sectoral impacts on people and planet and by referring to previous corporate disclosures across sectors. This mapping will produce a prioritised list of material topics per sector which will be translated into sector-specific scoring guidelines for specific indicators, such as “The company identifies its material sustainability impacts related to people across its operations and value chain” or “The company sets targets to reduce its impact drivers related to changes in the state of nature”. (See Appendix 2 for further details of our proposed approach.)

### Value chain expectations

For certain indicators, it will be important to consider how companies from different sectors operate within their value chains and in which part(s) of the value chain a company has the most impact: upstream through its value chain or providers of capital, within its own operations including subsidiaries, and/or downstream through its provision of products, services and/or capital.

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<sup>3</sup> See [GRI 3: Material Topics 2021](#)



Similar to the material topics mapping, we will develop sector-specific value chain profiles applicable to specific sectors building on existing value chain segment mapping work. This includes established resources that map value chain structures across industries, such as the WTO Global Value Chain sectoral dashboards, and other emerging external guidance where relevant. We will also include the IMP sector mapping that is currently under development with value chain considerations for sectors to identify which material topics and impacts are most significant at each stage of the value chain for specific sectors. This understanding will be necessary to determine how a company is expected to assess its impacts across its value chain to then be able to plan and then implement appropriate actions.

## Stakeholder engagement

We will assess a company's stakeholder engagement based on with whom it is expected to engage when, for example, determining its most salient material topics or when participating in social dialogue, to ensure that relevant experts and potentially affected stakeholders are consulted to monitor the effectiveness of the company's planning and adjust as needed.

We will determine which stakeholders are most relevant for each sector based on specific characteristics, material issues identified by international standards, scientific evidence and WBA's accumulated assessment data.

The proposed indicator would be structured around the following logic:

- For what purpose the engagement is carried out;
- Which groups of stakeholders were engaged with;
- Which topics were the groups engaged on; and
- What resulted from the engagement.

This will allow us to assess companies on meaningful stakeholder engagement where the purpose of the engagement aligns with the people groups most impacted by the company or those with expert knowledge about the company's impacts, covers topics that most concerns impacted groups, and results in a clear outcome (*see Appendix 3 for more details*).

## Governance

We will assess all companies on their governance capabilities to be able to produce a credible plan and effectively operationalise their strategy. Governance is a cross-cutting topic applicable to the climate, nature and social dimensions, but with different expectations depending on the dimension. This means that the company has expertise at its highest governance body across people-related topics (i.e. social) and planet-related topics (i.e. climate and/or nature), assigns responsibility for its sustainability performance and links remuneration to its sustainability targets. In our Integrated Transition Assessment Methodology, some of the governance indicators will appear "repeated" across climate, nature, and social, but their scoring will be distinct.

While all assessed companies will be expected to have governance structures in place to support its efforts on people and planet, there will be additional requirements for companies operating within certain industries to have specific expertise linked more explicitly to material topics (e.g. digital companies should have a board member with cybersecurity, data privacy and/or AI-related expertise and oversight).



## Box 1. Illustrative examples of applying a sectoral approach

### Apparel & Footwear sector

**Sector material topic identification:** “Sustainable Supply Chain and Procurement” and “Water” are two of the critical themes identified by SASB for this industry and are prominent in corporate disclosures from our 2026 benchmark results. Therefore, we will be looking for these topics in apparel & footwear companies’ risk and impact assessments.

**Value chain mapping:** The industry has significant upstream impacts through its supply chain. When assessing human rights due diligence process and efforts to further the payment of a living wage, for example, we will be assessing apparel & footwear companies on their supply chain activities.

**Stakeholder identification:** Apparel & footwear companies should engage with suppliers and supply chain workers, as well as customers and consumers.

**Sector specific scoring:** The company will be assessed on the indicators and scoring requirements that are relevant to these material topics, for example conducting human rights risks and impacts identification and assessment process in its supply chain, engaging with supply chain workers or trade union representatives as part of that process, tracing high risk products and mapping supplier locations, and reducing water use and water pollution in its supply chain.

### IT Software & Services sector (AI-specific)

**Sector material topic identification:** “Data Privacy & Freedom of Expression”, “Data Security” and “Environmental Footprint of Hardware Infrastructure” are three themes identified by SASB that we will look for in IT Software & Service companies’ materiality assessments when considering their sustainability impacts related to people and planet. Furthermore, when assessing their impacts on ecosystems and biodiversity, we will assess their water use, land use and e-waste.

**Governance:** IT Software & Service companies are expected to demonstrate clear governance structures and accountability for cybersecurity, data privacy and AI impacts to ensure that there is board-level expertise as well as a function, team or committee that is responsible for the implementation and decision-making regarding these specific issues.

**Stakeholder identification and engagement:** Relevant stakeholders include users, customers, workers (including data annotators and supply chain workers), affected communities, regulators, and civil society organisations. Companies are expected to engage with these groups, particularly those most exposed to AI-related risks. Additionally, companies are expected to engage with lawmakers on AI-related issues based on their engagement with other stakeholders.

**Processes and procedures:** Companies are expected to report on the identification and assessment of risks to people arising from AI systems use or deployment across the value chain. As these systems increasingly have an impact on planet, companies are also expected to disclose resource use linked to AI infrastructure, including energy and water consumption.



## 7. Overall scoring

The overall scoring of our indicators serves a crucial communications purpose. We are using it to convey to companies, stakeholders and the general public how well companies are living up to expectations. Therefore, the framework and scoring should be simple, intuitive and easy to understand.

For the overall scoring, we propose to generate scores across each of the dimensions, i.e. a separate score for climate, nature, and social. For each dimension, a company will receive a score for each of the measurement areas (planning, implementation, and performance), which would then aggregate to an overall score for climate, nature and social. These three overall scores will be combined into a final, total letter-grade score as described below. Because the scores will not be numeric, companies will not be ranked. Instead, they will be grouped with those with similar scores, both by dimension and by total scores (i.e. all the companies with a "B" in one group, and so on).

In our new methodology we will use a "ladder" format for scoring the measurement areas. Each step in the ladder would involve fulfilling a specific set of criteria, for example meeting a predefined number or types of indicators. Each step should correspond to a clear narrative and convey a message. A proposal for the number of steps in the ladder, and the criteria for inclusion in each, is outlined below.

<b>Planning: Illustrative scoring scale</b>	
<b>Level</b>	<b>Narrative</b>
Advanced	The company demonstrates it has all the elements in place for a credible transition plan, including ambition and commitments, credible targets, and robust governance
Basic	The company demonstrates it has many elements in place for transition planning, but is lacking some to ensure their credibility
Emerging	The company has some elements of transition planning, but must improve many areas to ensure credibility
Not credible	The company's plans are unstructured or superficial, lacking in credibility
No disclosure	The company does not disclose any elements of transition planning

<b>Implementation: Illustrative scoring scale</b>	
<b>Level</b>	<b>Narrative</b>
Advanced	The company demonstrates it has the systems in place to implement a transition plan, including monitoring systems, processes and procedures, stakeholder engagement, and allocation of resources
Basic	The company demonstrates it has many systems in place to implement a transition plan, but is lacking elements to ensure their credibility
Emerging	The company has some systems in place to implement a transition plan, but has to improve many areas to ensure credibility
Not credible	The company does not demonstrate any credible systems to implement a transition plan
No disclosure	The company does not disclose any aspects of implementing a transition plan



Performance: Illustrative scoring scale	
Level	Narrative
Advanced	The company's performance is aligned with expectations of a sustainability transition across all metrics
Basic	The company's performance is aligned with expectations of a sustainability transition across several metrics, and it is making progress on others
Emerging	The company's performance is aligned with expectations of a sustainability transition across some metrics, and it is making progress in others
Not credible	The company's performance is not aligned with expectations of a sustainability transition
No disclosure	The company does not disclose any metrics on performance

Each step in the ladder will equate with a number grade (Advanced = 4, Basic = 3, Emerging = 2, Not credible = 1 and No disclosure = 0), and the overall score for each dimension will be calculated by adding up the measurement area scores, i.e. a number from 0 to 12. The overall score for the dimension will be a letter grade assigned as follows:

Measurement area score range	Measurement area letter grade
10 to 12	A
7 to 9	B
4 to 6	C
3 to 1	D
0	E

The total score will be a three-letter grade, one for each of the dimensions (e.g. BBB, BCA, or DCF).

A scorecard would be a matrix containing the scores for each dimension in each of the measurement areas, as illustrated below. The scorecard could also show the performance of key indicators.

	Planning	Implementation	Performance	Dimension score
Climate	Advanced	Basic	Not credible	<b>B</b>
Nature	Basic	Basic	No disclosure	<b>C</b>
Social	Emerging	Emerging	Not credible	<b>C</b>
			Total score	<b>BCC</b>



# Appendix

## Appendix 1: Proposed indicators

Below is the full list of proposed indicators mapped to the measurement areas (Planning, Implementation and Performance) and dimensions (climate, nature and social) presented above. The indicator descriptions are currently referring primarily to real economy companies and will be modified to accommodate for their application to financial institutions. We have also mapped the indicators to the proposed coverage of measurement areas presented in Table 1 above. Finally, we have included an initial mapping of these indicators to external sources, such as guidance documents and standards. A comprehensive mapping will be included when the final methodology is published.

**Table 3: Proposed indicators**

Measurement area	Dimension	Coverage	Indicator description	External standards mapping
Planning	Climate	Ambition/commitment	1. The company discloses core elements required in a transition plan.	ACT Initiative, ATPCOL, EFRAG, IFRS (E2), TCFD
		Ambition/commitment	2. The company estimates GHG emissions savings associated with its decarbonisation levers/actions.	ACT Initiative, ATPCOL (decarbonisation levers assessment criteria 3), TPT+GFANZ (2.1,2.2), ESRS (E1-4: 34 (f), AR 30)
		Ambition/commitment	3. The company identifies key sector-specific decarbonisation levers/actions in its transition planning.	ACT Initiative, European Commission (Taxonomy), HLEG (4), TPT+GFANZ (2.1,2.2), ESRS (E1-4: 34 (f), 14-16, AR 30 & 30 (a))
		Ambition/commitment	4. The company periodically reviews its transition plan.	ACT Initiative, EFRAG, IFRS, CDP
		Ambition/commitment	5. The company's decarbonisation levers/actions account for future risks and uncertainties.	ACT Initiative, TPT+GFANZ (1.3), ESRS (E1-4: AR 25(a))
		Ambition/commitment	6. The company's decarbonisation levers/actions are considered for the near and long term.	ACT Initiative, HLEG (4), TPT+GFANZ (2.1, 2.2), ESRS (E1-4, 30 & 31)
		Ambition/commitment	7. The plan covers the company's own operations and its supply chain/portfolio.	ACT Initiative
		Targets	8. Sectoral pathways used for target-setting are compatible with a 1.5°C scenario.	SBTi, ACT Initiative, HLEG (1,2), ESRS (E1-4: AR 26, 34(e), 16(a)+(b), IFRS (S2.33(h), S2.36(d), S2. 14(a)(iv))
		Targets	9. The company sets targets to reduce its greenhouse gas emissions.	SBTi, GHG Protocol, ACT initiative, HLEG (2,4), TPT+GFANZ (1.1, 4.3), ESRS (E1-4: AR 24, 34 (d)), IFRS (S2.33(d), S2.36(a)-(c))
		Targets	10. The company's scope 1 and 2 long-term target is currently aligned with the 1.5°C ambition.	SBTi, ATPCOL (GHG targets assessment criteria 4,10), CDP, HLEG (2,4), TPT+GFANZ (4.3), ESRS (E1-4: AR 26, 34 (e), 16 (a)), IFRS (S2.33(h), S2.36(d), IFRS S2. 14(a)(iv))

	Targets	11. The company's scope 1 and 2 near-term target is currently aligned with the 1.5°C ambition.	SBTi, ATPCOL (GHG targets assessment criteria 4,10), CDP, HLEG (2,4), TPT+GFANZ (4.3), ESRS (E1-4: AR 26, 34 (e), 16 (a)), IFRS (S2.33(h), S2.36(d), IFRS S2. 14(a)(iv))	
		12. The company's scope 3 long-term target is currently aligned with the 1.5°C ambition.	SBTi, ATPCOL (GHG targets assessment criteria 4,10), CDP, HLEG (2,4), TPT+GFANZ (4.3), ESRS (E1-4: AR 26, 34 (e), 16 (a)), IFRS (S2.33(h), S2.36(d), IFRS S2. 14(a)(iv))	
		13. The company's scope 3 near-term target is currently aligned with the 1.5°C ambition.	SBTi, ATPCOL (GHG targets assessment criteria 4,10), CDP, HLEG (2,4), TPT+GFANZ (4.3), ESRS (E1-4: AR 26, 34 (e), 16 (a)), IFRS (S2.33(h), S2.36(d), IFRS S2. 14(a)(iv))	
		14. The company's targets exclude avoided GHG emissions and carbon credits.	SBTi, ATPCOL (GHG targets assessment criteria 5), HLEG (3), TPT+GFANZ (4.3), ESRS (E1-4: 34 (b), E1-7: 61), IFRS (S2.36(e))	
		15. The company assigns responsibility for its climate-related performance to the highest governance body.		
		16. The company's highest governance body has expertise with respect to the climate transition.	ACT Initiative, CDP, ATPCOL (governance assessment criteria 4), TPT+GFANZ (5.3, 5.5), ESRS (GOV-1 19-20+23)	
		17. The company links remuneration to its climate-related targets or performance.	ACT Initiative, ATPCOL (governance assessment criteria 5), CDP (4.5), TPT+GFANZ (5.4), ESRS (E1 GOV-3 13), IFRS (S2.29(g))	
		18. The company discloses the functions, teams or committees that are responsible for the implementation of its climate transition plan.	ACT Initiative, CDP (1.2), ESRS (E1 GOV-1), IFRS (S1.27(b))	
	Nature	Ambition/commitment	19. The company assesses its dependence on ecosystem services.	GRI 101-8; TNFD C5.0; TNFD A6.0; TNFD Risk and impact management A; B-Corp ESC 1.8; ACT-D Assess 2; ACT-D Disclose 3; NA100 2.2.a; NA100 2.2.b; NA100 2.2.c
		Ambition/commitment	20. The company assesses its impact drivers or pressures related to changes in the state of nature. Examples of impact drivers include: land use, water use, emissions of nutrient soil and water pollutants, solid waste, GHG and non-GHG emissions (non-exhaustive list).	ACT-D Assess 2; ACT-D Disclose 3; GRI 101-6; NA100 2.2.d; NA100 2.2.e; NA100 2.2.f; Recommendations of the Taskforce on Nature-related Financial Disclosures, TNFD E.1 Identifying relevant impact drivers, TNFD Metrics C1-C4, TNFD Risk and impact management A; ESRS E4; TNFD additional sector guidance
		Ambition/commitment	21. The company assesses its impact on ecosystems/biodiversity.	GRI 101-7; TNFD C5.0; TNFD Risk and impact management A; B-Corp ESC1.7; B-Corp ESC1.8; ACT-D Assess 2; ACT-D Disclose 3; NA100 2.2.d; NA100 2.2.e; NA100 2.2.f; ESRS E4
		Ambition/commitment	22. The company assesses its nature-related opportunities.	TNFD C7.3; TNFD Risk and impact management A; ACT-D Assess 3; PEFC 6.1.1; NA100 2.3.b; ESRS E5
		Ambition/commitment	23. The company assesses its nature-related risks.	TNFD C7.0; TNFD Risk and impact management A; ACT-D Assess 3; PEFC 6.1.1; NA100 2.3.a; ESRS E5
		Ambition/commitment	24. The company identifies its interface with ecologically sensitive locations.	ACT-D Assess 1; ACT-D Assess 3; B-Corp ESC 1.7; GRI 101-4 a; GRI 101-5 a/b/c; NA100 2.1.a; NA100 2.1.b; NA100 2.1.c; PEFC 3.5; TNFD L4: Interface with sensitive locations; TNFD Strategy D; ESRS E4
		Ambition/commitment	25. The company identifies its material sustainability impacts related to planet across its operations and value chain.	ESRS 2 IRO-1; ACT-D: Assess; GRI 3-1-a-ii



		Ambition/commitment	26. The company discloses a nature transition plan aligned with the Global Biodiversity Framework or nature-positive principles.	TNFD: Nature transition plans; TNFD (2024) Discussion paper: Nature transition plans; GFANZ (2022) Recommendations and Guidance on Financial Institution Net-zero Transition Plans; GFANZ (2022) Expectations for Real-economy Transition Plans.; ESRS E4; TPT (2023) Disclosure Framework
		Targets	27. The company sets a target to halt and reverse the loss of ecosystems/biodiversity.	GRI 101-1; TNFD Metrics and targets B
		Targets	28. The company sets targets to reduce its impact drivers related to changes in the state of nature. Examples of impact drivers include: land use, water use, emissions of nutrient soil and water pollutants, solid waste, GHG and non-GHG emissions (non-exhaustive list).	Science Based Targets for Land, v.03: Target 1, No Conversion of Natural Ecosystems; NA100 3.1.c; CDP W8; SBTN 3.3.2 (technical guidance); Ceres (partial: focuses on water scarce areas) 1.1; CDP W8 SBTN 3.4 provides guidance. Ceres 2.1; TNFD additional sector guidance
		Governance	29. The company assigns responsibility for its nature-related performance to the highest governance body.	GRI Guidance to 3-3-d; NA100 5.1.a; IFRS S1; ESRS2 MDR-A
		Governance	30. The company's highest governance body has expertise with respect to its impacts on the planet.	GRI 2-17; NA100 5.2; TNFD Governance B; ESRS 2 MDR-A; CDSB (2021); IFAC et al. (2020); UNDP (2021); WEF (2020)
		Governance	31. The company links remuneration to its nature-related targets or performance.	NA100 5.3; GRI 3-3; ESRS 2 MDR-A; CDSB (2021); IFAC et al. (2020); UNDP (2021); WEF (2020)
		Governance	32. The company discloses the functions, teams or committees that are responsible for the implementation and decision-making regarding nature issues.	GRI 2-13; NA100 5.1, 5.3; TNFD Governance B; ESRS 2 MDR-A; GRI 3-3; CDSB (2021); IFAC et al. (2020); UNDP (2021); WEF (2020)
	<b>Social</b>	Ambition/commitment	33. The company has a publicly available policy statement committing it to respect human rights.	
		Ambition/commitment	34. The company has a publicly available policy statement committing it to respect the human rights that the ILO has declared to be fundamental rights at work.	
		Ambition/commitment	35. The company has a publicly available policy statement committing it to remedy the adverse impacts on individuals, workers and communities that it has caused or contributed to.	UNGP 22 and 31; UNGPRF C6; GRI 103-2
		Ambition/commitment	36. The company has group-wide responsible AI principles applicable to all subsidiaries and all locations.	
		Ambition/commitment	37. The company has a public commitment to engage in social dialogue with appropriate parties for bipartite or tripartite negotiations , including workers, unions or equivalent worker bodies (where the right to freedom of association and collective bargaining is restricted under law).	ILO Just Transition Guidelines; CSRD / ESRS
		Ambition/commitment	38. The company has a publicly available privacy policy that explains how personal data is collected and the purposes for which it is used, such as for AI systems training, automated decision-making or AI development.	
		Ambition/commitment	39. The company has a publicly available privacy policy that describes whether personal data is shared, with whom it is shared, and for what purposes.	
		Ambition/commitment	40. The company identifies and assesses the risks and impacts arising from AI products, services and/or systems on its users, consumers and	



			communities, including those related to bias and discrimination, misinformation, product safety or harm to vulnerable groups (e.g. children).	
		Ambition/commitment	41. The company applies environmental dimensions in its processes to identify and assess human rights risks and impacts.	UNDP HRDDE 01, ESRS S3, GRI 3-3-a
		Ambition/commitment	42. The company describes how its risk and impact identification process(es) are triggered by new country operations, new business relationships, new human rights challenges or conflict affecting particular locations.	UNGP 17 and 18; UNGPRF B2 and C3
		Ambition/commitment	43. The company describes the process(es) it has in place to identify and assess its human rights risks and impacts and discloses what it considers to be its salient human rights issues.	UNGP 17, 18 and 24; UNGPRF B1, B2 and C3; HRIB 1.2.1; GRI 412-1 and 414-2
		Ambition/commitment	44. The company identifies its material sustainability impacts related to people across its operations and value chain.	GRI 3-1-a-ii; ACT-D: Assess; ESRS 2 IRO-2; IFRS S1 17, 18, Appendix B
		Ambition/commitment	45. The company publicly discloses the results of its human rights risks and impact assessments, which may be aggregated across its operations and locations.	UNGP 17, 19 and 24; UNGPRF C4; GRI 103-2; CHR B D03
		Ambition/commitment	46. The company discloses its processes for identifying the economic impacts of the climate and digital transitions on workers and affected stakeholders, such as performing a skills gap analysis.	ACT-D: Assess; ILO Just Transition Guidelines; OECD MNE Guidelines; SASB Proposed Amendments to IFRS S2 Industry-based Guidance
		Targets	47. The company has a target for its employees and other affected stakeholders to address the economic impacts linked to the climate or digital transition, such as upskilling/reskilling trainings.	ILO Just Transition Guidelines; Paris Agreement; GRI 102-3; OECD MNE Guidelines; SASB Proposed Amendments to IFRS S2 Industry-based Guidance
		Targets	48. The company discloses a time-bound target for paying all workers a living wage.	ICESCR Art. 7; HRIB 2.4.1; ETI 5; SA8000 IV.8.1; GLWC
		Governance	49. The company assigns responsibility for its social-related performance to the highest governance body.	
		Governance	50. The company's highest governance body has expertise with respect to its impacts on people.	UNGP 16 and 24; UNGPRF A2.2; GRI 102-18 and 102-31; ESRS 2 GOV-2
		Governance	51. The company links remuneration to its people-related targets or performance.	UNGP 16; UNGPRF A2.3; GRI 102-35
		Governance	52. The company discloses the functions, teams or committees that are responsible for implementation and decision-making regarding social issues.	UNGP 19; UNGPRF A2 and A2.1; GRI 102-19 and 102-20
<b>Implementation</b>	<b>Climate</b>	Processes and procedures	53. The company is actively adjusting its business models to align with a low-carbon economy.	ACT Initiative, CDP, ATPCOL (revenue/production assessment criteria 1,2,3), TPT+GFANZ (2.4), EU Taxonomy, ESRS (2 SBM-1 40 (d) i, E1-1: 16 (e) and AR 4)
		Processes and procedures	54. The company establishes GHG emissions reduction requirements or targets for the most relevant side of its value chain.	SBTi, ACT Initiative
		Monitoring systems	55. The company reports on its greenhouse gas emissions.	ACT Initiative, CDP, HLEG (8), TPT+GFANZ (1.1), ESRS (E1-6: AR 39 (a)), IFRS S2.29(a)
		Stakeholder engagement	56. The company implements actions to influence its clients/investees to reduce downstream GHG emissions.	ACT Initiative, CDP, ATPCOL (client engagement assessment criteria 1), HLEG (4), TPT+GFANZ (3.1)



	Stakeholder engagement	57. The company implements actions to influence suppliers/investors/savers to reduce upstream GHG emissions.	ACT Initiative, CDP, ATPCOL (supplier engagement assessment criteria 2), HLEG (4), TPT+GFANZ (3.1)
	Stakeholder engagement	58. The company's engagement with clients/investees on scope 3 emissions is far-reaching.	ACT Initiative, CDP, ATPCOL (client engagement assessment criteria 1), HLEG (4), TPT+GFANZ (3.1), ESRS (E1-2: 25 and AR 17)
	Stakeholder engagement	59. The company's engagement with suppliers/investors/savers on scope 3 emissions is far-reaching.	ACT Initiative, CDP, ATPCOL (supplier engagement assessment criteria 1), HLEG (4), TPT+GFANZ (3.1), ESRS (E1-2: 25 and AR 17)
	Stakeholder engagement	60. The company is not affiliated with organisations holding climate-negative positions.	ACT Initiative, CDP, ATPCOL (peer engagement assessment criteria 1 and 2), HLEG (4 and 6), TPT+GFANZ (3.2 and 3.3), ESRS (G1-5 29 (c), G1 AR 14)
	Stakeholder engagement	61. The company publicly supports significant climate policies.	ACT Initiative, CDP
	Resource allocation	62. The company discloses associated investments to deploy its decarbonisation levers/actions.	ACI Initiative, ATPCOL (financial allocation assessment criteria 1), CDP, HLEG (4), TPT+GFANZ (2.1, 2.4), ESRS (E1-1 16 (b) + (c) + (f), ESRS E1-3 29 (c), ESRS E1-3 AR 20-22)
	Resource allocation	63. The company is investing in climate solutions.	ACT Initiative, ATPCOL (financial allocation assessment criteria 2,4,5), CDP, TPT+GFANZ (2.1,2.2, 2,4), ESRS (E1-1 16 (b) + (c), E1-3 29 (c), E1-3 AR 20-22)
<b>Nature</b>	Processes and procedures	64. The company applies the mitigation frameworks to manage its impacts on ecosystems and biodiversity.	GRI 101-2-a; B-Corp ESC 2.7; B-Corp ESC 4.1; B-Corp ESC 5.3; TNFD Strategy B; TNFD A23.0; ACT-D Transform 1; ACT-D Transform 4; ESRS E4
	Processes and procedures	65. The company manages its nature-related risks.	TNFD Risk and impact management B; TNFD Risk and impact management C
	Monitoring systems	66. The company reports on its impact drivers related to changes in the state of nature. Examples of impact drivers include: land use, water use, emissions of nutrient soil and water pollutants, solid waste, GHG and non-GHG emissions (non-exhaustive list).	ACT-D Assess 2; ACT-D Disclose 3; GRI 101-6; NA100 2.2.d; NA100 2.2.e; NA100 2.2.f; TNFD E.1 Identifying relevant impact drivers, TNFD Metrics C1-C4, TNFD Risk and impact management A; ESRS E4; TNFD additional sector guidance
	Stakeholder engagement	67. The company describes the results of collaborating with other actors on efforts to promote a nature-positive economy.	TNFD: Nature transition plans
	Resource allocation	68. The company allocates resources to implement its nature transition plan.	GRI Guidance to 3-3-d; NA100 4.3; ESRS S1-4; ESRS2 MDR-A
<b>Social</b>	Processes and procedures	69. The company describes the process(es) it has in place to prevent, mitigate or remediate its salient human rights issues.	UNGP 17, 19 and 24; UNGPRF C4; GRI 103-2
	Processes and procedures	70. The company prevents and mitigates actual and potential negative human rights impacts resulting from environmental harms.	UNDP HRDDE 01, ESRS S3-3,4
	Processes and procedures	71. The company indicates that it has one or more mechanism(s), or participates in a shared mechanism, accessible to all external individuals and communities who may be adversely impacted by the company, or those acting on their behalf, to raise complaints or concerns without fear of reprisals.	UNGP 22, 29 and 30; UNGPRF C6.1 and C6.3; GRI 103-2: ARP 7.1, 8.1 and 8.8
	Processes and procedures	72. The company indicates that it has one or more mechanism(s), or participates in a third-party or shared mechanism, accessible to all workers	UNGP 22, 29 and 30; UNGPRF C6.1 and C6.3; GRI 103-2: ARP 7.1, 8.1 and 8.8



			to raise complaints or concerns related to the company without fear of reprisals.	
	Processes and procedures	73. The company uses findings from risk assessments and prior incidents to understand root causes and drive continuous improvements to prevent recurrence.		UNGP 19, 22 and 31; UNGPRF C6, C6.4 and C6.5; GRI 103-2 and 413-2; ARP 12.2 and 13.1
	Processes and procedures	74. For adverse human rights impacts which it has caused or to which it has contributed, the company describes the approach it took to provide or enable a timely remedy for victims.		UNGP 19, 22 and 31; UNGPRF C6, C6.4 and C6.5; GRI 103-2 and 413-2; ARP 12.2 and 13.1
	Processes and procedures	75. The company discloses information about data breaches, including their scope, impact and corrective actions taken.		
	Stakeholder engagement	76. The company consults relevant stakeholders to receive input on processes to inform its planning.		ESRS S3; UNGP 18; UNGPRF B2; ESRS 2 IRO-1; GRI 3-1-b; TNFD Governance C
	Stakeholder engagement	77. The company discloses that it engages with relevant stakeholders.		ESRS S3; UNGP 18; UNGPRF C2; GRI 3-1-b; TNFD Governance C
	Stakeholder engagement	78. The company discloses that it engaged with stakeholders on relevant topics.		ESRS S3; UNGP 18; UNGPRF C2; GRI 3-1-b; ESRS 2 IRO-1; TNFD Governance C
	Stakeholder engagement	79. The company discloses what actions it took resulting from engaging with relevant stakeholders on relevant topics.		ESRS S3; UNGP 19; UNGP 20; UNGP 21; UNGPRF C4; TNFD Governance C
	Monitoring systems	80. The company collects, analyses and monitors grievance data (e.g., number of grievances reported, types of grievances reported).		
	Monitoring systems	81. The company discloses quantitative information on health and safety for its workers.		ICESCR Art. 7; HRIB 3.3; FLA VII.HSE.30; SA8000; GRI 403-9; SA8000 IV.3.5
	Monitoring systems	82. The company reports the annual voluntary and involuntary employee turnover rate.		GRI 102-3; SASB Proposed Amendments to IFRS S2 Industry-based Guidance
	Other actions	83. The company provides an example of the specific actions taken or to be taken on at least one of its salient human rights issues as a result of assessment process(es) in at least one of its activities/operations in the last three years.		UNGP 17, 19 and 24; UNGPRF C4; GRI 103-2
	Other actions	84. The company describes how it works to support the practices of freedom of association and collective bargaining.		ILO C87 and C98; GRI 407-1; SA8000
	Other actions	85. The company takes measures to address the economic impacts on workers and affected stakeholder from the climate and digital transitions, for example upskilling or reskilling programmes, redeploying employees, or providing direct financial support.		ILO Just Transition Guidelines; UNFCCC Just Transition Work Programme; GRI 102-1; OECD MNE Guidelines ; UNGPs on Business and Human Rights
	Other actions	86. The company discloses its AI generated content and use of AI in processes, such as hiring and marketing, to inform and protect users and avoid biases.		
	Other actions	87. The company provides users with meaningful control over their personal data, including clear opt-in and opt-out options, as well as safeguards such as workforce consent for AI-related data use.		



		Other actions	88. The company takes actions to help prevent violence and harassment in the workplace.	CEDAW; ILO No. 100 and No. 111; ILO C190; WEP; HRIB 2.7; FLA II.ND.8, VII.HSE.11 and VII.HSE.12; SA8000 IV.5; GRI 405-2
		Other actions	89. The company describes how it determines a living wage for the regions where it operates.	ICESCR Art. 7; HRIB 2.4.1; ETI 5; SA8000 IV.8.1; GLWC
		Other actions	90. The company discloses evidence of activities to further the payment of living wages.	ICESCR Art. 7; HRIB 8.2.3; ETI 5; FWF 5; SA8000 IV.8.1; GLWC; UNGC Forward Faster
<b>Performance</b>	<b>Climate</b>	Measurable impacts	91. The company requires a realignment of its current trajectory.	ACT Initiative
	<b>Nature</b>	Measurable impacts	92. The company reports progress on halting and reversing the loss of ecosystems/biodiversity.	B-Corp ESC 4.5; B-Corp ESC 4.7; ACT-D Disclose 1; ACT-D Disclose 2; GRI 101-7
		Measurable impacts	93. The company reports progress on reducing its impact drivers related to changes in the state of nature. Examples of impact drivers include: land use, water use, emissions of nutrient soil and water pollutants, solid waste, GHG and non-GHG emissions (non-exhaustive list).	Recommendations of the Taskforce on Nature-related Financial Disclosures; Ceres WWFI 1.2X; Ceres 2.2X; TNFD additional sector guidance
	<b>Social</b>	Measurable impacts	94. The company reports the number of people benefiting from its activities to address the economic impacts from the climate and digital transitions (e.g. upskilled/reskilled, redeployed, received direct financial support).	GRI 102-3; SASB Proposed Amendments to IFRS S2 Industry-based Guidance
		Measurable impacts	95. The company discloses the proportion of its total direct operations workforce covered by collective bargaining agreements.	ILO No. 87 and No. 98; GRI 407-1; WDI 9.2 and 9.5; WEF Core Dignity & Equality
		Measurable impacts	96. The company has measured the gap between current wages and living wages for all workers.	ICESCR Art. 7; HRIB 2.4.1; ETI 5; SA8000 IV.8.1; GLWC
		Measurable impacts	97. The company reports its grievances remediation rate.	UNGP 19, 22 and 31; UNGPRF C6; GRI 103-2 and 413-2; ARP 11.2, 12.2, 12.3 and 13.1
		Measurable impacts	98. The company discloses the ratio of the basic salary and remuneration of women to men in its total direct operations workforce.	CEDAW; ILO No. 100 and No. 111; GRI 405-2
		Measurable impacts	99. The company maintains a gender balance (between 40-60%) at the highest governance body.	CEDAW; GRI 405-1; WEP
		Measurable impacts	100. The company maintains a gender balance (between 40-60%) at the senior executive level.	CEDAW; GRI 405-1; WEP
Measurable impacts	101. The company has responsible products, services and/or capital with positive impacts on, for example, health, including nutrition, privacy and/or livelihood.			



## Appendix 2: Sectoral priority topics demo

This table illustrates how WBA maps sectoral-specific disclosure topics to external reporting standards, namely SASB and GRI, and combines that mapping with evidence of actual corporate disclosure practice and inputs from sectoral experts.

**Theme:** Given that different external standards and company disclosures often use different terminology or definitions when referring to comparable topics, we established a consolidated set of disclosure themes organised across four dimensions: Environmental (E), Social (S), Governance (G), and Economic (Ec). Each theme serves as an umbrella category that encompasses more granular, topic-level disclosures.

**External Standards (SASB / GRI):** The column identifies the SASB industries and GRI sectors that correspond to the WBA industry, along with the disclosure topics that each standard requires or recommends.

**External Standards:** The column reflects whether the theme is covered by at least one relevant SASB or GRI disclosure requirement for the given sector. A score of 1.00 is assigned where such coverage exists.

**Company Disclosure:** A sample of companies previously assessed under WBA benchmarks was selected for each of the industries, selected those that publicly disclosed their materiality assessments. The column records the proportion of sampled companies whose materiality assessments included topics corresponding to each theme.

**Final Score:** The overall theme score is the average of the two columns, where  $\text{Final Score} = (\text{External Standards} + \text{Company Disclosure}) / 2$ .

**Priority:** The priority classification translates the theme score into a recommendation to guide the selection of sectoral material topics:

- High (score  $\geq 0.75$ ): The theme demonstrates strong support from both external standards and corporate disclosures. Therefore, the theme should be considered a priority topic for inclusion in the WBA sectoral approach to scoring companies.
- Medium (score 0.25–0.74): The theme shows partial coverage from either external standards or corporate disclosures. Further discussion is required to determine whether the theme shall be retained as a sector-specific consideration.

*Note: This table represents work in progress and is intended for illustrative purposes only. The methodology, scores and classifications presented here are preliminary and have not been finalised.*

**Table 4: Sectoral priority topics demo**

WBA Sector: Apparel & Footwear*					
Theme	External Standards (SASB / GRI)	External Standards	Company Disclosure	Final Score	Priority
E01: Climate Change	—	0.0	1.0	0.5	Medium
E02: Energy Management	—	0.0	1.0	0.5	Medium
E03: Water	SASB Apparel, Accessories & Footwear: Environmental Impacts in the Supply Chain	1.0	1.0	1.0	High
E04: Biodiversity & Ecosystems	—	0.0	1.0	0.5	Medium
E05: Circular Economy & Waste	SASB Apparel, Accessories & Footwear: Environmental Impacts in the Supply Chain	1.0	1.0	1.0	High
E06: Pollution	—	0.0	1.0	0.5	Medium
S01: Human Rights	—	0.0	1.0	0.5	Medium
S02: Occupational Health & Safety	—	0.0	1.0	0.5	Medium
S04: Talent Development & Retention	—	0.0	1.0	0.5	Medium
S05: Diversity, Equity & Inclusion	—	0.0	1.0	0.5	Medium
S07: Product/Service Responsibility & Safety	SASB Apparel, Accessories & Footwear: Management of Chemicals in Products	1.0	1.0	1.0	High
G01: Business Ethics & Anti-corruption	—	0.0	1.0	0.5	Medium
G07: Data Privacy & Security	—	0.0	0.75	0.38	Medium
Ec02: Sustainable Supply Chain & Procurement	SASB Apparel, Accessories & Footwear: Environmental Impacts in the Supply Chain / Apparel, Accessories & Footwear: Labour Conditions in the Supply Chain / Apparel, Accessories & Footwear: Raw Materials Sourcing	1.0	1.0	1.0	High

\*No GRI Sector Standard currently exists for Apparel & Footwear



WBA Sector: Food Production					
Theme	External Standards (SASB / GRI)	External Standards	Company Disclosure	Final Score	Priority
E01: Climate Change	SASB Agricultural Products: Greenhouse Gas Emissions GRI Emissions, Climate adaptation	1.0	1.0	1.0	High
E02: Energy Management	SASB Processed Foods: Energy Management / Alcoholic Beverages: Fleet Fuel Management	1.0	0.15	0.57	Medium
E03: Water	SASB Processed Foods: Water Management GRI Water and effluents	1.0	0.69	0.84	High
E04: Biodiversity & Ecosystems	SASB Meat, Poultry & Dairy: Land Use & Ecological Impacts	1.0	0.77	0.89	High
E05: Circular Economy & Waste	SASB Processed Foods: Packaging Lifecycle Management / Alcoholic Beverages: Food Waste Management GRI Waste	1.0	0.92	0.96	High
E06: Pollution	SASB Food Retailers & Distributors: Air Emissions from Refrigeration GRI Pesticides use	1.0	0.08	0.54	Medium
S01: Human Rights	GRI Forced or compulsory labour, Child labour, Freedom of association and collective bargaining	1	0.69	0.84	High
S02: Occupational Health & Safety	SASB Agricultural Products: Workforce Health & Safety GRI Occupational health and safety	1.0	0.54	0.77	High
S03: Labour Practices & Working Conditions	SASB Food Retailers & Distributors: Labour Practices GRI Employment practices, Living income and living wage	1.0	0.31	0.66	Medium
S05: Diversity, Equity & Inclusion	GRI Non-discrimination and equal opportunity	1.0	0.92	0.96	High
S06: Community Engagement & Impact	GRI Local communities, Land and resource rights, Rights of Indigenous Peoples	1.0	0.15	0.57	Medium
S07: Product/Service Responsibility & Safety	SASB Processed Foods: Food Safety / Agricultural Products: Health & Nutrition / Food Retailers & Distributors: Product Labelling & Marketing / Meat, Poultry & Dairy: Responsible Drinking & Marketing / Alcoholic Beverages: Antibiotic Use in Animal Production / Non-Alcoholic Beverages: Animal Care & Welfare GRI Food safety, Food security	1.0	0.92	0.96	High
G01: Business Ethics & Anti-corruption	GRI Anti-competitive behaviour, Anti-corruption	1.0	0.62	0.81	High
G06: Public Policy & Political Engagement	GRI Public policy	1.0	0.0	0.50	Medium



G07: Data Privacy & Security	SASB Food Retailers & Distributors: Data Security	1.0	0.08	0.54	Medium
Ec02: Sustainable Supply Chain & Procurement	SASB Non-Alcoholic Beverages: Environmental & Social Impacts of Ingredient Supply Chain / Processed Foods: Ingredient Sourcing / Alcoholic Beverages: GMO Management / Agricultural Products: Animal & Feed Sourcing / Meat, Poultry & Dairy: Management of Environmental & Social Impacts in the Supply Chain	1.0	0.77	0.89	High

WBA Sector: Oil & Gas					
Theme	External Standards (SASB / GRI)	External Standards	Company Disclosure	Final Score	Priority
E01: Climate Change	SASB Oil & Gas – E&P: Greenhouse Gas Emissions / Oil & Gas – Refining & Marketing: Reserves Valuation & Capital Expenditures GRI Climate change	1.0	1.0	1.0	High
E02: Energy Management	SASB Oil & Gas – Refining & Marketing: Product Specifications & Clean Fuel Blends	1.0	0.0	0.5	Medium
E03: Water	SASB Oil & Gas – E&P: Water Management GRI Water and effluents	1.0	1.0	1.0	High
E04: Biodiversity & Ecosystems	SASB Oil & Gas – E&P: Biodiversity Impacts / Oil & Gas – Midstream: Ecological Impacts GRI Biodiversity	1.0	1.0	1.0	High
E05: Circular Economy & Waste	SASB Oil & Gas – Refining & Marketing: Hazardous Materials Management GRI Waste	1.0	0.0	0.5	Medium
E06: Pollution	SASB Oil & Gas – E&P: Air Quality GRI Air emissions	1.0	1.0	1.0	High
S01: Human Rights	GRI Forced labour and modern slavery, Freedom of association and collective bargaining, Conflict and security	1.0	1.0	1.0	High
S02: Occupational Health & Safety	SASB Oil & Gas – E&P: Workforce Health & Safety / Oil & Gas – Refining & Marketing: Critical Incident Risk Management / Oil & Gas – Midstream: Operational Safety, Emergency Preparedness & Response GRI Occupational health and safety, Asset integrity and critical incident management	1.0	1.0	1.0	High
S03: Labour Practices & Working Conditions	GRI Closure and rehabilitation, Employment practices	1.0	0.0	0.5	Medium
S05: Diversity, Equity & Inclusion	GRI Non-discrimination and equal opportunity	1.0	0.0	0.5	Medium
S06: Community Engagement & Impact	SASB Oil & Gas – E&P: Security, Human Rights & Rights of Indigenous Peoples / Oil & Gas – E&P: Community Relations GRI Rights of Indigenous Peoples, Local communities, Land and resource rights	1.0	0.0	0.5	Medium



S07: Product/Service Responsibility & Safety	SASB Oil & Gas – E&P: Pricing Integrity & Transparency	1.0	0.0	0.5	Medium
G01: Business Ethics & Anti-corruption	SASB Oil & Gas – E&P: Business Ethics & Transparency / Oil & Gas – Midstream: Competitive Behaviour GRI Anti-corruption, Anti-competitive behaviour	1.0	1.0	1.0	High
G02: Risk Management & Compliance	SASB Oil & Gas – Refining & Marketing: Management of the Legal & Regulatory Environment	1.0	1.0	1.0	High
G05: Tax Transparency	GRI Payments to governments	1.0	0.0	0.5	Medium
G06: Public Policy & Political Engagement	SASB Oil & Gas – E&P: Management of the Legal & Regulatory Environment GRI Public policy	1.0	0.0	0.5	Medium
Ec02: Sustainable Supply Chain & Procurement	—	0.0	1.0	0.5	Medium
Ec03: Economic Performance & Value Creation	GRI Economic impacts	1.0	0.0	0.5	Medium



### Appendix 3: Stakeholder mapping demo

This table illustrates how WBA maps sector-specific stakeholders to SASB's industry-specific reporting standards and combines that mapping with a prioritization from WBA sectoral experts and corporate disclosure on stakeholder engagement from the past five years.

**SASB Industry & SASB Disclosure Topic:** This column identifies the SASB industries corresponding to the WBA industry, together with the disclosure topics that each standard requires or recommends.

**SASB Stakeholders:** SASB disclosure topics do not provide a separate list of relevant stakeholders. However, stakeholders are referenced in the description of disclosure topics across industries, and these stakeholders were identified and listed.

**Priority Coding & Score:** WBA researchers with previous experience assessing the selected industries identified the priority stakeholders. They assigned a coding based on the relevance of each stakeholder and the level of support for its inclusion in the specific industry (3 = strong support, 2 = medium support, 1 = low support). Each code corresponds to a value (3 = 1, 2 = 0.66, and 1 = 0.33).

**Company Disclosure Score:** A sample of companies previously assessed on WBA benchmarks with stakeholder engagement disclosure was selected for each industry. This column records the proportion of sampled companies that disclosed on stakeholders corresponding to each topic.

**Final Score:** The overall theme score is calculated by combining the priority coding score and the average WBA disclosure score. The priority coding score is calculated by multiplying the coding by 0.33 and accounts for 70% of the final score, while the WBA disclosure score accounts for the remaining 30%.

**Priority:** The priority classification translates the theme score into a two-tier recommendation to guide the selection of key stakeholders:

High (score  $\geq 0.75$ ): Demonstrates strong support from external standards, WBA sectoral experts and company disclosure practice, and should be considered a priority candidate for inclusion among priority stakeholders.

Medium (score 0.25–0.74): Shows partial coverage. Further discussion is needed to determine whether it should be retained as a key stakeholder.

*Note: This table represents work in progress and is intended for illustrative purposes only. The methodology, scores, and classifications presented here are preliminary and have not been finalised.*



**Table 5: Stakeholder mapping demo**

WBA Sector: Apparel & Footwear							
SASB Industry	SASB Disclosure Topic	SASB Stakeholders	WBA priority coding	Company Disclosure Score	Final Score	Priority	
Apparel, Accessories & Footwear	Management of Chemicals in Products	Regulators	3	0	0.7	Medium	
		Customers and consumers	2	1	0.8	High	
		Communities affected by risks or hazards associated with chemicals in products	2	0.5	0.6	Medium	
	Environmental Impacts in the Supply Chain	Suppliers and contract manufacturers	3	1	1.0	High	
		Suppliers beyond tier 1	3	0.5	0.9	High	
		Environmental NGOs	3	0	0.7	Medium	
		Suppliers in compliance with wastewater discharge permits	2	0	0.5	Medium	
		Suppliers that have completed the Sustainable Apparel Coalition's Higg FEM assessment or an equivalent environmental data assessment	3	0	0.7	Medium	
		Labour Conditions in the Supply Chain	Suppliers and contract manufacturers	3	1	1.0	High
			Suppliers beyond tier 1	3	0.5	0.9	High
			Supply chain workers	3	1	1.0	High
			Employees	1	1	0.5	Medium
			Trade Unions / Global Union Federations	3	0	0.7	Medium
	Raw Materials Sourcing	Customers and consumers	1	1	0.5	Medium	
		Labor & Human Rights NGOs	3	0	0.7	Medium	
		Suppliers beyond tier 1	3	0.5	0.9	High	
		Customers and consumers	1	1	0.5	Medium	
		Environmental and Labor & Human Rights NGOs	3	0	0.7	Medium	
	Other	Reference / technical organisations	3	0	0.7	Medium	



## WBA Sector: Food Production

SASB Industry	SASB Disclosure Topic	SASB Stakeholders	WBA priority coding	Company Disclosure Score	Final Score		Priority	
Processed Foods	Energy Management	Suppliers		2	0.7	0.7	Medium	
		External energy sources		3	0.0	0.7	Medium	
		Standards / certification actors		2	0.0	0.5	Medium	
		Regulators		3	0.0	0.7	Medium	
	Water Management	Water regulatory agencies		3	0.0	0.7	Medium	
		Local communities and water related NGOs		3	1.0	1.0	High	
		Government authorities and water regulators		3	0.0	0.7	Medium	
		IO's working on water (WRI, WWF, and Water Footprint Network)		3	0.0	0.7	Medium	
		(Potentially) affected stakeholders from water management risks		3	0.0	0.7	Medium	
		Food Safety	Suppliers		3	1.0	1.0	High
			Whistleblowers		3	0.3	0.8	High
			Auditors		3	0.7	0.9	High
	Regulatory agencies and jurisdictional legal or regulatory authorities			3	0.0	0.7	Medium	
	(Potentially) affected stakeholders from food safety non-conformances			3	0.3	0.8	High	
	Health & Nutrition		Customers and consumers		3	0.3	0.8	High
		Whistleblowers		1	0.3	0.3	Medium	
		Certification bodies / standards organisations		3	0.0	0.7	Medium	
		Regulatory / institutional actors		3	0.0	0.7	Medium	
		Product Labelling & Marketing	Customers and consumers		3	0.3	0.8	High
			Third party websites (advertising data collection)		3	0.0	0.7	Medium
Regulatory / institutional actors			3	0.0	0.7	Medium		
Whistleblowers			3	0.3	0.8	High		



		Opposing parties (legal proceedings associated with labelling or marketing practices)	3	0.0	0.7	Medium
		Regulatory / legal actors	3	0.0	0.7	Medium
		Suppliers	2	1.0	0.8	High
	Packaging Lifecycle Management	Packaging manufacturers	3	0.0	0.7	Medium
		Customers and consumers	3	0.3	0.8	High
	Environmental & Social Impacts of Ingredient Supply Chain	Suppliers	3	1.0	1.0	High
		Auditors	3	0.7	0.9	High
		Local communities	3	1.0	1.0	High
		Independent producers	3	0.3	0.8	High
	Ingredient Sourcing	Intermediary distributors	3	0.0	0.7	Medium
		Suppliers	3	1.0	1.0	High
		Independent producers	3	0.0	0.7	Medium
Alcoholic Beverages	Energy Management	Suppliers	2	1.0	0.8	High
		External energy sources	3	0.0	0.7	Medium
		Standards / certification actors (third-party standard bodies, FSC, SFI, PEFC, American Tree Farm System, Green-e, IPCC)	2	0.0	0.5	Medium
		Regulators	3	0.0	0.7	Medium
	Water Management	Water regulatory agencies	3	0.0	0.7	Medium
		Local communities and water related NGOs	3	1.0	1.0	High
		Government authorities and water regulators	3	0.0	0.7	Medium
		IO's working on water (WRI, WWF, and Water Footprint Network)	3	0.0	0.7	Medium
		(Potentially) affected stakeholders from water management risks.	3	0.0	0.7	Medium
	Responsible Drinking & Marketing	Customers and consumers	3	0.3	0.8	High
		Whistleblowers	3	0.3	0.8	High
		Opposing parties (legal proceedings associated with marketing or labelling practices)	3	0.0	0.7	Medium



		Regulatory / legal actors	3	0.0	0.7	Medium
		NGOs	3	1.0	1.0	High
		Trade associations	3	0.0	0.7	Medium
	Packaging Lifecycle Management	Packaging manufacturers	3	0.0	0.7	Medium
		Customers and consumers	3	0.3	0.8	High
	Environmental & Social Impacts of Ingredient Supply Chain	Suppliers	3	1.0	1.0	High
		Auditors	3	0.7	0.9	High
		Local communities	3	1.0	1.0	High
		Independent producers	3	0.3	0.8	High
Non-Alcoholic Beverages	Fleet Fuel Management	Regulators (renewable fuel)	3	0.0	0.7	Medium
		Fleet operators and logistics partners	3	1.0	1.0	High
	Energy Management	Suppliers	2	0.0	0.5	Medium
		External energy sources	3	0.0	0.7	Medium
		Standards / certification actors (third-party standard bodies, FSC, SFI, PEFC, American Tree Farm System, Green-e, IPCC)	2	0.0	0.5	Medium
		Regulators	3	0.0	0.7	Medium
	Water Management	Water regulatory agencies	3	1.0	1.0	High
		Local communities and water related NGOs	3	0.0	0.7	Medium
		Government authorities and water regulators	3	0.0	0.7	Medium
		IO's working on water (WRI, WWF, and Water Footprint Network)	3	0.0	0.7	Medium
		(Potentially) affected stakeholders from water management risks.	3	0.3	0.8	High
	Health & Nutrition	Customers and consumers	3	0.3	0.8	High
		Certification bodies / standards organisations (ingredients, additives, and allergens)	3	0.0	0.7	Medium
		Regulatory / institutional actors (ingredients, additives, and allergens)	3	0.3	0.8	High



	Product Labelling & Marketing	Customers and consumers	3	0.0	0.7	Medium
		Third party websites (advertising data collection)	3	0.0	0.7	Medium
		Regulatory / institutional actors (ingredients, additives, and allergens)	3	0.3	0.8	High
		Whistleblowers	3	0.0	0.7	Medium
		Opposing parties (legal proceedings associated with labelling or marketing practices)	3	0.0	0.7	Medium
		Regulatory / legal actors (governmental regulatory agencies, jurisdictional legal or regulatory authorities, regulators, courts, arbitrators)	3	1.0	1.0	High
		Suppliers	2	0.0	0.5	Medium
	Packaging Lifecycle Management	Packaging manufacturers	3	0.3	0.8	High
		Customers and consumers	3	1.0	1.0	High
	Environmental & Social Impacts of Ingredient Supply Chain	Suppliers	3	0.7	0.9	High
		Auditors	3	1.0	1.0	High
		Local communities	3	0.3	0.8	High
		Independent producers	3	0.0	0.7	Medium
	Ingredient Sourcing	Intermediary distributors	3	1.0	1.0	High
		Suppliers	3	0.0	0.7	Medium
		Independent producers	3	0.0	0.7	Medium
Agricultural Products	Greenhouse Gas Emissions	Regulators / regulation programmes (emissions-limiting regulations, carbon tax systems, cap-and-trade schemes, and examples such as the EU ETS, California Cap-and-Trade, and Quebec Cap-and-Trade).	3	0.0	0.7	Medium
		Independent producers	3	1.0	1.0	High
	Energy Management	Suppliers	2	0.0	0.5	Medium
		External energy sources	3	0.0	0.7	Medium
		Standards / certification actors (third-party standard bodies, FSC, SFI, PEFC, American Tree Farm System, Green-e, IPCC)	2	0.0	0.5	Medium
		Regulators	3	0.0	0.7	Medium



	Water Management	Water regulatory agencies	3	1.0	1.0	High
		Local communities and water related NGOs	3	0.0	0.7	Medium
		Government authorities and water regulators	3	0.0	0.7	Medium
		IO's working on water (WRI, WWF, and Water Footprint Network)	3	0.0	0.7	Medium
		(Potentially) affected stakeholders from water management risks	3	1.0	1.0	High
	Food Safety	Suppliers	3	0.3	0.8	High
		Whistleblowers	3	0.7	0.9	High
		Auditors	3	0.0	0.7	Medium
		Regulatory agencies and jurisdictional legal or regulatory authorities (violations, enforcement actions, and involuntary recalls from food safety)	3	0.3	0.8	High
		(Potentially) affected stakeholders from food safety non-conformances	3	0.7	0.9	High
	Workforce Health & Safety	Employees	3	0.3	0.8	High
		Whistleblowers	3	1.0	1.0	High
	Environmental & Social Impacts of Ingredient Supply Chain	Suppliers	3	0.7	0.9	High
		Auditors	3	1.0	1.0	High
		Local communities	3	0.3	0.8	High
		Independent producers	3	0.3	0.8	High
	GMO Management	Customers and consumers	2	0.0	0.5	Medium
		GMOs regulators/Academia	3	0.0	0.7	Medium
	Ingredient Sourcing	Intermediary distributors	3	1.0	1.0	High
		Suppliers	3	0.0	0.7	Medium
Food Retailers & Distributors	Fleet Fuel Management	Regulators (renewable fuel)	3	0.0	0.7	Medium
	Air Emissions from Refrigeration	Regulators (air emissions)	3	0.0	0.7	Medium
		Air emissions standards/reporting bodies (IPCC, WRI/WBCSD, EPA, CDSB, CDP, and the United Nations)	2	0.0	0.5	Medium



	Energy Management	Suppliers and food manufacturers	3	1.0	1.0	High
		Standards / certification actors (third-party standard bodies, FSC, SFI, PEFC, American Tree Farm System, Green-e, IPCC)	2	0.0	0.5	Medium
		Regulators	3	0.0	0.7	Medium
	Food Waste Management	Customers and consumers	2	0.3	0.6	Medium
		Social service agencies and charitable organisations	3	0.0	0.7	Medium
		Public Health & Food NGOs	3	1.0	1.0	High
		Suppliers and food manufacturers	3	1.0	1.0	High
	Data Security	Customers and consumers	3	0.3	0.8	High
		Customers affected by data breaches	2	0.0	0.5	Medium
		Cybersecurity specialists	2	0.0	0.5	Medium
		Public / institutional actors (governments, other organisations, law enforcement agencies)	3	0.0	0.7	Medium
		Suppliers and food manufacturers	2	1.0	0.8	High
	Food Safety	Suppliers and food manufacturers	3	1.0	1.0	High
		Customers and consumers	3	0.3	0.8	High
		Whistleblowers	1	0.7	0.4	Medium
		Regulatory agencies and jurisdictional legal or regulatory authorities (violations, enforcement actions, and involuntary recalls from food safety)	3	0.3	0.8	High
		(Potentially) affected stakeholders from food safety non-conformances	1	0.3	0.3	Medium
	Product Health & Nutrition	Customers and consumers	3	0.0	0.7	Medium
		Regulatory / institutional actors (health and nutrition claims)	3	0.0	0.7	Medium
		Certification bodies / standards organisations	2	0.3	0.6	Medium
	Product Labelling & Marketing	Customers and consumers	3	0.0	0.7	Medium
		Regulatory / institutional actors (ingredients, additives, and allergens)	3	0.3	0.8	High
		Regulatory / legal actors (governmental regulatory agencies, jurisdictional legal or regulatory authorities, regulators, courts, arbitrators)	3	1.0	1.0	High



		Suppliers and food manufacturers	3	0.7	0.9	High
	Labour Practices	Employees	3	0.3	0.8	High
		Customers and consumers	2	0.0	0.5	Medium
		In-store employees and distribution centre employees	3	0.0	0.7	Medium
		Opposing parties (legal proceedings associated with labour law violations).	1	0.3	0.3	Medium
		Whistleblowers	1	0.7	0.4	Medium
		Regulatory / legal actors (courts, regulators, arbitrators, governmental entities, officials)	3	1.0	1.0	High
	Management of Environmental & Social Impacts in the Supply Chain	Suppliers and food manufacturers	3	0.3	0.8	High
		Customers and consumers	1	0.7	0.4	Medium
		Primary Producers / Smallholder Farmers	3	0.0	0.7	Medium
		Employees	2	0.0	0.5	Medium
		Vendors (packaging)	3	0.0	0.7	Medium
Meat, Poultry & Dairy	Greenhouse Gas Emissions	Regulators / regulation programmes (emissions-limiting regulations, carbon tax systems, cap-and-trade schemes, and examples such as the EU ETS, California Cap-and-Trade, and Quebec Cap-and-Trade).	3	0.0	0.7	Medium
		Independent producers	3	0.0	0.7	Medium
	Energy Management	Suppliers	2	1.0	0.8	High
		External energy sources	3	0.0	0.7	Medium
		Standards / certification actors (third-party standard bodies, FSC, SFI, PEFC, American Tree Farm System, Green-e, IPCC)	2	0.0	0.5	Medium
		Regulators	3	0.0	0.7	Medium
	Water Management	Water regulatory agencies	3	0.0	0.7	Medium
		Local communities and water related NGOs	3	1.0	1.0	High
		Government authorities and water regulators	3	0.0	0.7	Medium
		IO's working on water (WRI, WWF, and Water Footprint Network)	3	0.0	0.7	Medium
		(Potentially) affected stakeholders from water management risks.	3	0.0	0.7	Medium



	Land Use & Ecological Impacts	Suppliers	3	1.0	1.0	High
		Local communities	3	1.0	1.0	High
		Communities in rangeland and conservation plan areas	3	0.0	0.7	Medium
	Food Safety	Suppliers	3	1.0	1.0	High
		Whistleblowers	3	0.3	0.8	High
		Auditors	3	0.7	0.9	High
		Regulatory agencies and jurisdictional legal or regulatory authorities (violations, enforcement actions, and involuntary recalls from food safety)	3	0.0	0.7	Medium
		(Potentially) affected stakeholders from food safety non-conformances	3	0.3	0.8	High
	Antibiotic Use in Animal Production	Independent producers	3	0.3	0.8	High
		Suppliers	3	1.0	1.0	High
		Customers and consumers	3	0.0	0.7	Medium
	Workforce Health & Safety	Employees	3	0.7	0.9	High
		Whistleblowers	3	0.3	0.8	High
	Environmental & Social Impacts of Animal Supply Chain	Suppliers	3	1.0	1.0	High
		Independent producers	3	0.3	0.8	High
		Local communities	3	0.0	0.7	Medium
	Animal & Feed Sourcing	Suppliers	3	1.0	1.0	High
		Independent producers	3	0.3	0.8	High
		Producers located in High or Extremely High Baseline Water Stress regions	3	0.0	0.7	Medium
		CSOs on deforestation and land rights	3	0.0	0.7	Medium

WBA Sector: Oil & Gas						
SASB Industry	SASB Disclosure Topic	SASB Stakeholders	WBA priority coding	Company Disclosure Score	Final Score	Priority
Oil & Gas – Exploration & Production	Greenhouse Gas Emissions	Regulators / jurisdictional authorities	3	1.0	1.0	High



	Air Quality	Regulators / jurisdictional authorities	3	1.0	1.0	High
	Water Management	Water regulatory agencies	2	0.0	0.5	Medium
		Local communities and water related NGOs	3	1.0	1.0	High
		Government authorities and water regulators	3	0.0	0.7	Medium
		IO's working on water (WRI, WWF, and Water Footprint Network)	2	0.0	0.5	Medium
		(Potentially) affected stakeholders from water management risks.	3	0.0	0.7	Medium
	Biodiversity Impacts	Local communities	3	1.0	1.0	High
		People living near facilities	3	1.0	1.0	High
		Third party organisations	1	1.0	0.5	Medium
		Regulatory / institutional actors (environmental management policies and practices for active sites)	2	0.0	0.5	Medium
		NGOs and scientific researchers	2	0.0	0.5	Medium
		Bodies/framework providers (IFC, World Bank Multistakeholder Initiative)	2	0.0	0.5	Medium
	Security, Human Rights & Rights of Indigenous Peoples	Indigenous communities	3	1.0	1.0	High
		Employees	3	1.0	1.0	High
		Private security forces	2	0.0	0.5	Medium
		Government security forces	2	0.0	0.5	Medium
		Contractors and subcontractors	3	1.0	1.0	High
		Suppliers	3	1.0	1.0	High
		Joint ventures and primary producers	3	1.0	1.0	High
	Community Relations	Local communities	3	1.0	1.0	High
		People living near facilities	3	1.0	1.0	High
		Employees	3	1.0	1.0	High
		Community Advisory Panels	2	0.0	0.5	Medium
		Governmental agencies and regulators	2	0.0	0.5	Medium
		Industry organisations	2	0.0	0.5	Medium
		NGOs	3	0.0	0.7	Medium
		Suppliers	3	1.0	1.0	High
	Workforce Health & Safety	Employees	3	1.0	1.0	High



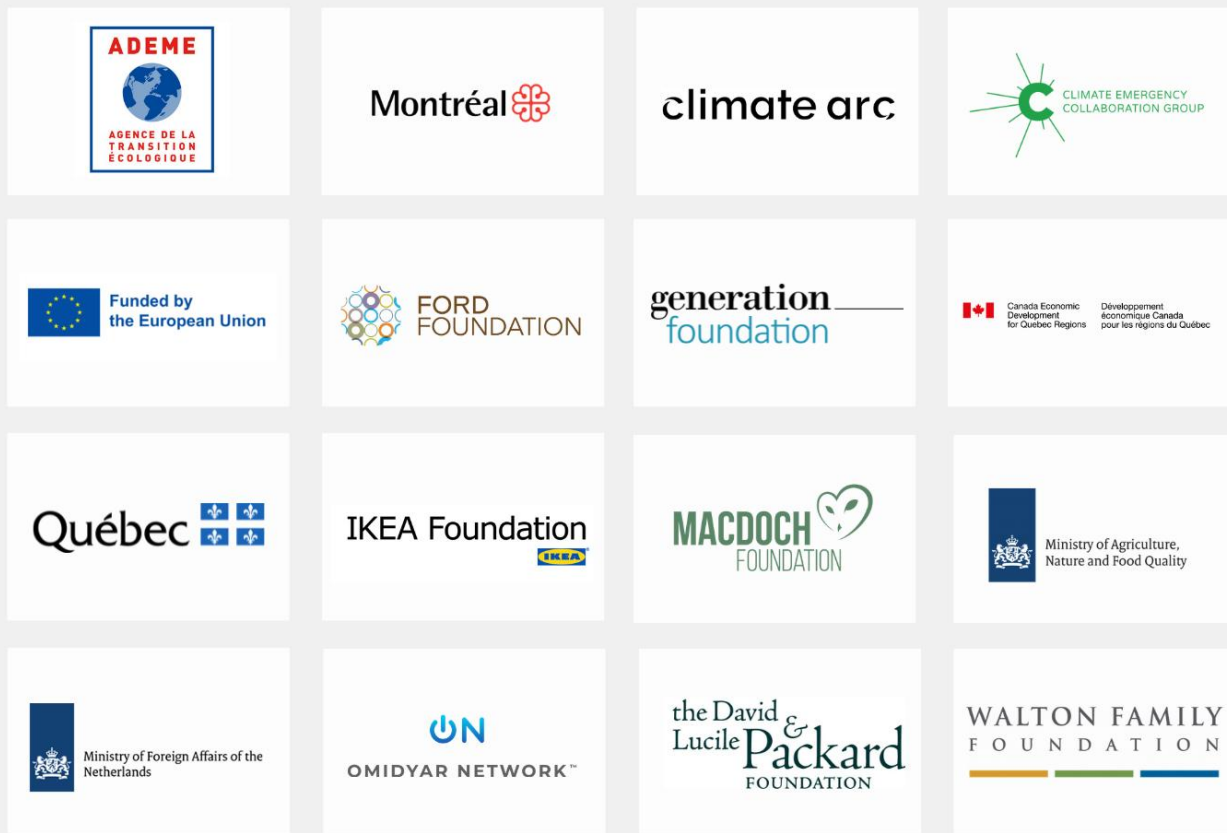
	Reserves Valuation & Capital Expenditures	Customers and consumers	3	1.0	1.0	High
		Emissions estimation reference bodies (TCFD, IPCC, and EIA)	2	0.0	0.5	Medium
		Regulators / jurisdictional authorities	2	0.0	0.5	Medium
	Business Ethics & Transparency	Customers and consumers	3	1.0	1.0	High
		Suppliers	3	1.0	1.0	High
		Contractors and subcontractors	3	1.0	1.0	High
		Governments and government officials	3	0.0	0.7	Medium
	Management of the Legal & Regulatory Environment	Regulatory / institutional actors (jurisdictional legal or chemical regulatory authorities)	2	0.0	0.5	Medium
		Legislators and policymakers	3	0.0	0.7	Medium
		Local communities	3	1.0	1.0	High
		Investors	2	0.0	0.5	Medium
	Critical Incident Risk Management	Employees	3	1.0	1.0	High
		Contractors and subcontractors	3	1.0	1.0	High
		Suppliers	3	1.0	1.0	High
		Local communities	3	1.0	1.0	High
Oil & Gas – Refining & Marketing	Greenhouse Gas Emissions	Regulators / jurisdictional authorities	3	1.0	1.0	High
	Air Quality	Regulators / jurisdictional authorities	3	1.0	1.0	High
	Water Management	Water regulatory agencies	2	0.0	0.5	Medium
		Local communities and water related NGOs	3	1.0	1.0	High
		Government authorities and water regulators	3	0.0	0.7	Medium
		IO's working on water (WRI, WWF, and Water Footprint Network)	2	0.0	0.5	Medium
		(Potentially) affected stakeholders from water management risks.	3	0.0	0.7	Medium
	Hazardous Materials Management	Employees	3	1.0	1.0	High
		Local communities	3	1.0	1.0	High
		People living near facilities	3	1.0	1.0	High
		Contractors and subcontractors	3	1.0	1.0	High
		Regulatory / institutional actors (hazardous waste definitions, reporting, and compliance)	2	0.0	0.5	Medium
	Workforce Health & Safety	Employees	3	1.0	1.0	High



	Product Specifications & Clean Fuel Blends	Regulatory / institutional actors (product specifications, renewable fuel blends, and compliance requirements)	2	0.0	0.5	Medium
		Joint ventures and primary producers	3	1.0	1.0	High
	Pricing Integrity & Transparency	Opposing parties (legal proceedings associated with anti-competitive behaviour, such as those related to cartel activities, price fixing and antitrust activities).	2	0.0	0.5	Medium
		Regulatory / legal actors (courts, regulators, arbitrators, governmental entities, officials)	2	0.0	0.5	Medium
	Management of the Legal & Regulatory Environment	Regulatory / institutional actors (jurisdictional legal or chemical regulatory authorities)	2	0.0	0.5	Medium
		Legislators and policymakers	3	0.0	0.7	Medium
		Local communities	3	1.0	1.0	High
		Investors	2	0.0	0.5	Medium
	Critical Incident Risk Management	Employees	3	1.0	1.0	High
		Contractors and subcontractors	3	1.0	1.0	High
		Suppliers	3	1.0	1.0	High
		Local communities	3	1.0	1.0	High
Oil & Gas – Midstream	Greenhouse Gas Emissions	Regulators / regulation programmes (emissions-limiting regulations, carbon tax systems, cap-and-trade schemes, and examples such as the EU ETS, California Cap-and-Trade, and Quebec Cap-and-Trade).	3	0.0	0.7	Medium
	Air Quality	Regulators / jurisdictional authorities	3	1.0	1.0	High
	Ecological Impacts	Regulators / jurisdictional authorities	3	1.0	1.0	High
	Operational Safety, Emergency Preparedness & Response	Employees	3	1.0	1.0	High
		People living near facilities	3	1.0	1.0	High
		Regulatory / institutional actors (emergency services)	2	0.0	0.5	Medium
		Suppliers	3	1.0	1.0	High



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