

A more sustainable future starts here

ESG Foundation

The goal for the **ESG Foundation** survey is to gather input from employees, board members and investors on your company's top ESG priorities. It includes a series of questions that form the basis of an impactful ESG practice. See the [ESG Inquiry Tool](#) for further guidance and definitions.

*Survey Administrator: After gathering responses, rank the questions based on the number of votes following survey analysis best practices, and bring the prioritized questions to your next board or team meeting.

Select the **four** questions you would prioritize right now.

- What does our company do for profit that makes a positive difference for a broad group of stakeholders - people and the planet? How do our vision, mission and values become more alive every day?
- Who are our stakeholders? How do we balance trade-offs between goals of shareholders and a broader group of stakeholders? How do we engage with stakeholders from the communities we impact and who influence our decisions?
- How should we define and share what sustainability means for our organization? How can good ESG practices drive long-term performance?
- Who is responsible for our sustainability efforts? How does the C-suite manage and communicate about ESG topics? How do we ensure mechanisms for addressing performance issues?
- How do we identify positive and negative E, S, or G impacts across our value chain, and integrate ESG considerations into decision making practices?
- How does our business model align with achieving the UN Sustainable Development Goals or other sustainable development frameworks and standards?
- What are the most significant environmental impacts of our products, operations and goals, and how do we actively steward natural resources (energy, water, waste)?
- What risks posed by climate change does our organization face, and how will our business manage the transition to a net-zero carbon economy?
- How are our operations, products, and voice actively contributing to gender, racial and ethnic justice, and challenging inequality? How does our business reflect the knowledge and needs of communities who experience systemic inequities?
- How do we create a fair and inclusive company and incorporate diversity, equity and inclusion into our culture, hiring, pay structure and career advancement practices? How do we evaluate diversity at the staff, executive and board levels? How do we create company routines that authentically acknowledge and celebrate diversity and human rights?
- How do we create a healthy and engaging workplace and empower our employees (e.g. educational opportunities)?
- How do we enable board oversight of ESG performance, strategy and risk (e.g. independent and impartial board members)? Are our executive compensation and remuneration policies aligned with long-term performance? Do we tie corporate pay to ESG performance?
- Other (please fill in)

What is ESG? Environmental, Social and Governance standards used by companies and investors to evaluate risks and opportunities, set goals, and measure performance across three dimensions, (E) Performance related to topics such as natural resource use, climate risks, and waste, (S) Performance related to treatment of individuals, organizations, communities and society, and (G) Performance related to company leadership and fair, accountable and transparent corporate practices and actions.