

PHAC Pass/Fail Report CATEGORY	Measure	Metrics	Co. A	Co. B	Co. C	Org D	Org E	Co. F	Co. G	Co. H	Co. J	Org K
Ethical Management	code of ethics	1	Yes	No	Yes (16)	Yes	No	No	Yes	Yes	No	Yes
	ethics code updated within last five years	1	No info	No	No info	No info	No	No	No info	No	No	No info
	code of ethics available on-line	1	Yes	No	No info	No	No	No	No	No	No	No
	whistle-blower protection	1	No info	No	No info	Yes	No	No	No info	No	No	No
	independent social audit	1	No	No	No	No	No	No	No	No	No	No
	foreign sourcing code	1	No	No	No	No	No	No	No	No	No	No
	Category Score <32-1>		2	0	1	2	0	0	1	2	0	1
Employment Equity	25% of more women directors on Board	1	No	No	No	No	No	No	No	No	No	No (9)
	employee assistance program (EAP)	1	No info	Yes	No (17)	Yes	No	No	No	Yes	No info	Yes (10)
	targets for minority workers	1	No	No	No info	No	No	No	No	No	No	No
	wage law violation ;lawsuits	-1	No	No info	No info	No info	No	No info	Yes	No info	No info	No
	sexual discrimination lawsuits	-1	No	No	No	No info	No info	No info	Yes	No	No	No info
	advisory committee on diversity issues	1	No	No	No info	No	No	No	Yes	No info	No info	No
	employee share ownership plan (ESOP)	1	Yes	Yes	No	Yes	No info	No	No info	Yes	No info	No (8)
Category Score <32-2>		1	2	0	2	0	0	-2	2	0	1	
Environmental Responsibilities	written environmental code	1	No	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes
	separate community/environmental report	1	No	No	No	No	No	No	No	No	No	No
	highest EHS officer Director level	1	No info	No info	Yes	No	No info	No	Yes	No	No	No info
	target emissions	1	No	No	No	No	No	No	No	No	No	No
	target energy consumption	1	No	No	Yes	No	No	No	Yes	No	No	No
	waste reduction target	1	No	No	Yes	No	No	No	Yes	No	No	No
	Category Score <32-3>		0	1	4	1	0	1	4	1	0	1
Community Responsibilities	CSR committee of Board	1	No	No	No	No	No	No	No	No	No	No
	CEO compensation based on multiple lowest	1	No	No	No	No	No	No info	No	No (12)	No	No
	accept union certification application	1	No info	Yes	No info	No	No info	No info	No	Yes	No info	Yes (7)
	paid time off cultural, religious observances	1	No info	No	No	No info	No info	No	No info	No	No info	No
	Imagine Campaign commitment	1	No	No	No	No	No	No	No	No info	No	No
	publish cash contributions, 2008	1	No	No	No	No	No	No	No	No	No (1)	No
	gift matching program	1	No info	No info	No info	No info	No info	No info	No info	No info	No info	No
Category Score <32-4>		0	1	0	0	0	0	0	1	0	1	
Public Health	disclose H&S statistics	1	No	No	No	No	No	No	No	No	No	No
	health promotion plan (HPP)	1	No info	No	No	Yes	No info	No info	No	Yes	No info	No
	workplace wellness training	1	No info	No info	Yes	No info	No info	No	No info	Yes	No info	Yes (10)
	sensitivities: tobacco	-1	Yes	No	No	No	No	Yes	No	Yes	No	No (5)
	sensitivities: pornography	-1	No	No	No	No	No	No	No	No	No info	No
	sensitivities: gambling	-1	No	No	No	No	No info	No info	No	Yes	No info	Yes (6)
	sensitivities: weapons	-1	No	No	No	No	No info	No	Yes	No	No	No
	policy on use GMOs	1	No info	No info	No info	No	No	No	No	No	No	No
	aboriginal/First Nations health program	1	No	No	No	No	No	No	No	No	No	Yes (11)
Category Score <32-5>		-1	0	1	1	0	-1	-1	0	0	1	
Conflicts of Interest	preferential Canadian sourcing	1	No	No	No	No	No	No	Yes	No	No	Yes
	mention swine flu on web-site	1	Yes	No	No	No info	No	No	No	No	No (2)	No info
	investment in sale of pharmaceuticals	text	No	No	Yes (15)	No info	No	Yes	Yes	No info	Yes	Yes
	investment in production of vaccines	text	No	No	No info	No info	No	No	No	No	No	No info
	sponsor health advocacy groups	text	Yes	Yes (14)	Yes (18)	Yes (20)	No info	No info	No	No info	No info	Yes
Category Score <32-6>		1	0	0	0	0	0	0	1	0	0	1
Company Net Score <formula 32-7>												