Social Impact Architects

B Analytics
Measure What Matters

Company Report

GIIRS IMPACT RATED

GIIRS Ratings provide investors with rigorous, comprehensive, and comparable ratings of a company's social and environmental impact

Company Description

Social Impact Architects is a social change agency that provides consulting and learning experiences to changemakers, believe strategic, disciplined approaches to social change are more transformative.

Our Mission

Reshaping the business of social change.

Company Profile Information

Company	Social Impact Architects
Market	Developed
Sector	Service
Revenue Range	$0 - $499,999
Size by employees	1-9
GIIRS Rating Date	06/02/2016
Validation Status	Reviewed Rating
Year	2016

Impact Business Models (IBM) Rating

GOLD

The Impact Business Model Rating recognizes business models that are specifically designed to solve social or environmental problems through company products or services, target customers, value chain, ownership, or operations.

Impact Operations Rating

★★★★★

The Impact Operations Rating evaluates the impact of the business in how it operates. This is sometimes referred to as ESG or Environmental, Social, and Governance practices.

Overall Rating Summary

	IBM Rating	Operations Rating
	GOLD	★★★★★
Customers	GOLD	
Community	N/A	★★★★★
Environment	N/A	★★★★
Workers	N/A	★★★★
Governance	PLATINUM	★★★★★

Overall Score

143

A company's overall score and GIIRS Rating are representations of their performance on the B Impact Assessment. For more details on the company's score, see B Impact Report on page 3.

Company is a Certified B Corporation?	yes

Companies that earn an overall score of at least 80 on the assessment are eligible to become a Certified B Corp.

Learn more at www.bcorporation.net

For more information about your GIIRS Rating, contact info@b-analytics.net

Copyright 2014 GIIRS

Company Report

GIIRS IMPACT RATED

Company
Social Impact Architects

GIIRS Ratings provide investors with rigorous, comprehensive, and comparable ratings of a company's social and environmental impact

Overall Impact Business Models Medal

GOLD

Why did the company earn this Impact Models Rating?

Social Impact Architects is receiving credit for providing management and sector specific services to purpose driven organizations.

Impact Business Models Earned

Impact Area	Impact Business Model
Consumers	Flow of Capital - Socially Oriented
	Serving Those in Need
Governance	Mission-Lock Governance Structure

The Overall IBM Medal represents the sum of points earned based on the company's business models. Most businesses will have no IBM points, so any medal achieved in this section is indicative of exemplary performance. Note that a company can achieve a high overall medal either through strong performance on one or multiple business models.

Impact Area Descriptions

Metrics in the B Impact Assessment are divided into the five impact areas below. The weight given to a particular impact area in the company's overall score depends on the company's market, sector, size and business model. It is possible to attain a high score without needing to excel in all areas.

Community
These questions cover the company's impact on external community stakeholders, including suppliers, distributors, the local economy and community, as well as the company's diversity, job creation, civic engagement and charitable giving practices and performance

Customers
Questions tailored for a company which has made creating a product or service that generates positive impact on its customers core to its business.

Environment
This Impact Area focuses on indirect and direct environmental impact of the company and its operations. It covers both practices employed to reduce environmental harm as well as to generate positive impact on ecosystems

Workers
This Impact Area focuses on how the company treats its workers through its compensation practices, benefits, training, worker ownership, and work environment.

Governance
This Impact Area focuses on issues related to a company's mission, stakeholder engagement, governance structure, controls, and overall transparency.

Company Report

GIIRS IMPACT RATED

Company
Social Impact Architects

GIIRS Ratings provide investors with rigorous, comprehensive, and comparable ratings of a company's social and environmental impact

B Impact Report

A company's overall score and GIIRS Rating are representations of their performance on the same set of standards, the B Impact Assessment. Below is the breakdown of the company's overall score based on its responses to the Assessment. Note: In some cases the goal scores may not add up exactly to the overall score. The difference is a result of how the B Impact Assessment distributes not applicable questions in scoring.

	Company Score	Market Benchmark (Median)
Overall Score	143	91

B Impact Report: Operations

	Market	Developed	
Impact Area	**Goal**	**Score**	**Market Benchmark (Median)**
Community	Suppliers & Distributors	5.0	2.7
	Local Involvement	10.9	5.1
	Diversity	11.5	3.0
	Job Creation	1.2	1.8
	Civic Engagement & Giving	9.5	4.0
	Sum	**38.1**	**16.5**
Environment	Land, Office, Plant	8.1	3.2
	Inputs	1.9	1.8
	Outputs	2.3	1.1
	Transportation, Distribution & Suppliers		2.6
	Sum	**12.3**	**8.7**
Governance	Mission & Engagement	4.0	1.0
	Governance	3.5	1.2
	Anti-Corruption		1.1
	Transparency	7.0	2.4
	Sum	**14.5**	**5.7**
Workers	Compensation & Wages	11.9	4.6
	Worker Benefits	5.4	4.3
	Training & Education		0.8
	Worker Ownership	2.7	2.7
	Management & Worker Communication	7.6	2.7
	Human Rights & Labor Policy		0.3
	Job Flexibility/Corporate Culture		1.4
	Occupational Health & Safety		0.8
	Sum	**27.6**	**17.6**

B Impact Report: Impact Business Models

	Market	Developed
Impact Area	**Goal**	**Score**
Consumers	Flow of Capital - Socially Oriented	21.6
	Serving Those in Need	15.8
Governance	Mission-Lock Governance Structure	10.0

Disclosure Questionnaire

As part of the GIIRS rating process, the company filled out a disclosure questionnaire regarding fines, litigation, and issues typically covered in a negative screen. To learn more about that process, click here. The company did not indicate it had any disclosure items on the questionnaire. To view the company's responses to each disclosure item, please log in to B Analytics.

GIIRS 101

Powered by B Lab

GIIRS Ratings are the gold standard for impact measurement in impact investing. They are rigorous, comprehensive, and comparable ratings of a company or a fund's social and environmental impact.

Methodology

The GIIRS Rating is powered by the B Impact Assessment. It measures the overall impact of a business on all of its stakeholders.

The B Impact Assessment has been accessed by over: **40,000** users in **57** countries in **176** industries.

B Impact Assessment Structure

Impact Business Models

Specific models designed to create social and/or environmental impact through a company's products or services, target customers, value chain, ownership or operations.

Operations

Impactful practices, policies and achievements related to a company's:

- Governance structure
- Workers
- Community
- Environmental footprint

Disclosure Questionnaire

Unweighted disclosures to investors of potentially sensitive issues

Each company receives an overall score and two ratings; one for its impact models and one for its operations.

What is an Impact Model Rating?

The Impact Model Rating recognizes business models that are specifically designed to solve social or environmental problems through company products or services, target customers, value chain, ownership, or operations.

Models Rating	Overall	Community	Environment	Workers	Governance	Customers
BRONZE	0 to 22.8	0 to 10.7	0 to 11.3	0 to 10.4	0 to 2.5	0 to 14.3
SILVER	22.9 to 33.9	10.8 to 19.9	11.4 to 15	10.5 to 23	2.6 to 6.3	14.4 to 27.8
GOLD	34 to 48.2	20 to 28.8	15.1 to 26.7	23.1 to 28.1	6.4 to 7.5	27.9 to 43.4
PLATINUM	49+	28.9+	26.8+	28.2+	7.6+	43.5+

What is an Impact Operations Rating?

The Impact Operations Rating evaluates the impact of the business in how it operates. This is sometimes referred to "ESG" (or Environmental, Social and Governance) practices.

Operations Rating	Overall Score	By Impact Area	Community	Environment	Workers	Governance
Rated	0 to 57.7	★	0 to 15.5	0 to 5.8	0 to 18.1	0 to 5
		★★	15.6 to 19.6	5.9 to 8.2	18.2 to 22.1	5.1 to 6.5
★★★	57.8 to 64.6	★★★	19.7 to 23.4	8.3 to 11	22.2 to 25.6	6.6 to 8
★★★★	64.7 to 72.8	★★★★	23.5 to 28.4	11.1 to 14.8	25.7 to 29.5	8.1 to 10
★★★★★	73+	★★★★★	28.5+	14.9+	29.6+	10+

©2014 B Lab. All rights reserved.