




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

### Company Description

Specialized investment management firm dedicated to investors seeking financial returns with lasting social and environmental impact. We offer multi-manager, multi-themed investment solutions via pooled vehicles, model portfolios and customized mandates.

#### Our Mission

Sonen Capital delivers competitive investment solutions with meaningful impact. We value investments that perform, across all asset classes and themes, combining discipline with judgment, and doing the right thing for our clients.

#### Company Profile Information

Company	Sonen Capital LLC
Market	Developed
Sector	Service
# Employees	Not Disclosed
Revenue Range	Not Disclosed
GIIRS Rating Date	02/09/2015
Validation Status	Rated
Year	2015

\*Rating Validation Status refers to the level of verification that has been performed to ensure accuracy of the data. To learn more, go to: <http://b-analytics.net/products/measure-and-evaluate/validation>

### Impact Business Models (IBM) Rating

**PLATINUM**

#### Why did the company earn this Impact Models Rating?

Sonen Capital is receiving the investment advising model for their work in the impact investing space. They provide specialized investment management services to investors seeking both a financial return and social and environmental impact.

For more details, see Impact Business Models section

#### 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

### Impact Operations Rating



#### Why did the company earn this Impact Operations Rating?

Sonen Capital is excelling in the governance section, particularly in terms of their corporate accountability. Their Board of Directors contains an independent audit and compensation committee and reviews their social and environment performance.

For more details see Impact Operations page

#### 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.

### Overall Rating Summary

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

### Overall Score

**128**

A company's overall score and GIIRS Rating are representations of their performance on the same set of standards, the B Impact Assessment.

For more details, see B Impact Report page

Company is a Certified B Corporation? **yes**

#### Becoming a B Corp

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](http://www.bcorporation.net)



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## Impact Business Model Ratings Summary

### What is an Impact Business 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. GIIRS assigns a rating (bronze, silver, gold, and platinum) for companies recognizing their overall, consumer, environment, community, and worker impact business models.

### Impact Business Models Earned

Impact Area	Impact Business Model
Consumers	Social Product - Financial Services Addendum
Governance	Mission-Lock Governance Structure

### Overall Impact Business Models Medal

**PLATINUM**

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



#### Consumer

Questions tailored for a company which has made creating a product or service that generates positive impact on its consumers 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.



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**Consumer Impact Business Model Medal**

**PLATINUM**



**Financial Services Impact Business Model**

The Financial Services Addendum of the B Impact Assessment recognizes companies in this industry which generate positive social impact through their core services. Questions include client profile, loan size, product offering, and specific socially and environmentally oriented products.

7%

of Companies Score on this Model

There are 137 companies who score on this Impact Business Model, of which 82 are in the company's market

\* The company's market is defined as Developed or Emerging - depending on their country of principal operations.

**Key Performance Indicators**

**Assets under management allocation**

Question	Answer Options	Response
% of AUM - microfinance/impact investments (positive screen)	0	
	10-24%	
	1-9%	
	25-50%	✓
	>50%	
% of AUM - shareholder advocacy	0	
	1-24%	✓
	25-49%	
	50-75%	
	>75%	
N/A		

**Assets under management allocation - ESG and negative screening**

Question	Answer Options	Response
% of AUM - negative screened	0	
	100%	
	1-24%	✓
	25-49%	
% of AUM screened by ESG criteria	50-75%	
	1-24%	
	25-49%	
	75-100%	✓

**How frequently is portfolio social & environmental performance reviewed?**

Answer Options	Response
Annually	
Every 6 months	
Every quarter	✓
Never	

**Is there a formal written process for reviewing social/environmental performance and does it drive decision-making?**

Question	Answer Options	Response
Minimum bar for investment based on social/environmental performance	No	
	Yes	✓
Social/Environmental performance formally evaluated during due diligence	No	
	Yes	✓



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**Governance Impact Business Model Medal**

**GOLD**



**Mission Lock Impact Business Model**

**72%**

of Companies Score on this Model

There are 1,348 companies who score on this Impact Business Model, of which 1,212 are in the company's market

*\* The company's market is defined as Developed or Emerging - depending on their country of principal operations.*

This impact business model recognizes companies who have purposely baked sustainability into their company's legal DNA. Engaging in mission lock for the consideration of society and the environment is useful at various stages of a company's life cycle. At start-up, it signals to workers, suppliers, and customers the company's purpose. During the expansion phase becoming a benefit corporation allows the company to seek investors without the fear of a shareholder lawsuit for choosing not to disregard mission in the pursuit of profit maximization. During the succession phase it provides the founders more flexibility than allotted under the Revlon Rule, which dictates the company must sell to the highest bidder no matter their intent for the company's future.

Companies can legally create mission lock in a variety of ways across the globe. In the US, the highest level of mission lock and the best practice is to incorporate as a benefit corporation, which is available in over 50% of the states. Attaining mission lock is a requirement met by all Certified B Corporations, which provides assurance to their consumers, investors and other stakeholders that their social and environmental objectives will be preserved in the long term.

How has your company legally ensured that its social/environmental mission will be maintained over time?

Answer Options	Response
Structured as Benefit Corp. or Co-op	
Signed contract/board resolution to amend/adopt legal form that requires stakeholder consideration	
None of the above	
Legal entity/governance structure preserves mission and requires stakeholder consideration (e.g. Benefit Corp, B Corp, Cooperative)	
Including in corporate governing documents a commitment to company's stakeholders	✓

To learn how companies attain mission lock, visit [www.bcorporation.net/become-a-b-corp/how-to-become-a-b-corp/legal-roadmap](http://www.bcorporation.net/become-a-b-corp/how-to-become-a-b-corp/legal-roadmap)  
 For more information on the Benefit Corporation corporate form, visit [www.benefitcorp.net](http://www.benefitcorp.net)



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## Operations Rating Summary



### Overall Operations Rating

The 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. Note: In some cases the goal scores may not add up to the impact areas scores (governance, workers, community, and environment). The difference in scores is a result of how the B Impact Assessment distributes N/A questions in scoring.

Performance by Quintile comprises other companies in the same Market and Sector

#### Community

Goal	Company Score	Quintile %
Civic Engagement & Giving	5.8	60-80
Job Creation	1.0	60-80
Diversity	5.1	60-80
Suppliers & Distributors	5.5	60-80



Community Operations Rating

#### Environment

Goal	Company Score	Quintile %
Outputs	0.7	20-40
Inputs	1.0	40-60
Land, Office, Plant	6.0	60-80



Environment Operations Rating

#### Workers

Goal	Company Score	Quintile %
Job Flexibility/Corporate Culture	2.0	60-80
Human Rights & Labor Policy	0.0	No points
Management & Worker Communication	2.3	40-60
Worker Ownership	6.2	80-100
Training & Education	1.0	60-80
Worker Benefits	9.9	80-100
Compensation & Wages	5.8	40-60



Workers Operations Rating

#### Governance

Goal	Company Score	Quintile %
Transparency	3.7	60-80
Anti-Corruption	1.7	80-100
Governance	1.9	80-100
Mission & Engagement	3.1	80-100



Governance Operations Rating



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### Operations Rating Benchmarking

View my company's top 10 ESG/operational policies and practices from the B Impact Assessment.

These are across the 4 impact areas - Governance, Workers, Community and Environment.

#### ESG/Operational Practices Highlights

Impact Area	Question	Answer Options	Response
Community	Evaluation practices for significant suppliers'/distributors' socio-enviro performance	Specific social and environmental criteria required	✓
		Suppliers, distributors and retailers screened for specific negative practices	
	Majority of banking services provided locally	A certified B Corporation	
		A certified CDFI or national equivalent social investment organization	
		A cooperative bank or credit union	
		A local independent institution located in your community	✓
		An independently owned bank	
	Majority (over 50%) of company's ownership located locally to at least two-thirds of workforce	No	
		Yes	✓
	% of products with product or production process certification	100%	✓
		25-74%	
		75%-99%	
		unknown	
	Written local purchasing or hiring strategy/policy	Incentives for staff to live within 20 miles of local company facility	
No written local purchasing strategy in place			
Preference at each facility to purchase from local suppliers		✓	
Preference for hiring and recruiting local managers			
Ready-to-use lists of preferred local suppliers/vendors for specific facilities			
Workers	% Above minimum wage paid to lowest-paid worker (excluding interns) last FY	15-24%	
		25%+	✓
		N/A - No living wage data available for country of operations	
	Additional FT benefits for 1+ tenure	Dental insurance	✓
		Domestic partner benefits	
		Health Savings Account derived from employee/employer inputs	✓
		Life insurance	✓
		Long-term disability	✓
		Other benefits provided	✓
		Short-term disability	✓
	Formal performance feedback process for employees	Clearly identifies achievable goals	✓
		Follows a 360-degree feedback process	
		Includes peer and subordinate input	
		Includes social and environmental goals	
Is conducted on at least an annual basis		✓	
Multiple paid to highest compensated individual over lowest paid FT	Provides written guidance for career development	✓	
	1-5x	✓	
% of company owned or formally reserved for FT workers and mgmt in written plan	6-10x		
	100%		
	1-24%		
	25-49%		
	50-74%	✓	
	75-99%		



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The disclosure questionnaire features questions focused on issues typically covered by negative screens. The disclosure questionnaire is not included in a company's rating, but the information from the questionnaire is provided on a company's rating report as context for interested investors.

**Indicate if company is involved in production of or trade in any the following:**

Question	Response
Gambling	No
Illegal product/activity	No
Internationally banned pharmaceuticals	No
Involved in payday lending	No
Pornography	No
Wildlife regulated under CITES	No

**Indicate if company had any formal complaints/fines in past 5 years:**

Question	Response
Bribery, fraud or corruption penalties assessed	No
International affairs penalties	No
Penalties assessed for environmental issues	No
Penalties assessed pertaining to company taxes	No
Penalties assessed regarding company's employee safety	No
Penalties assessed regarding company's marketing	No
Penalties assessed regarding diversity/equal opportunity	No
Penalties assessed regarding financial reporting	No
Penalties assessed regarding investments or loans	No
Penalties assessed regarding political contributions	No
Penalties regarding labor issues (including supply chain)	No

**Indicate if the following statements are true regarding whether or not the company engages in the following practices:**

Question	Response
Company allows freedom of association/collective bargaining	True
Company/suppliers don't employ under age 15 (or other ILO minimum age)	True
Company/suppliers' workers are not prisoners	True
Facilities not located in sensitive ecosystems	True
Formal registration under domestic regulations	True
No tax reduction through corporate shells	True
Overtime for hourly workers is voluntary	True

**Indicate whether the company or its suppliers have experienced any of the following in the past 5 years:**

Question	Response
Company has not filed for bankruptcy	True
No forced relocation of people due to company operations	True
No hazardous discharges into air/land/water (past 5 yrs)	True
No material litigation	True
No on-site fatality	True



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## B Impact Report

Company is a Certified B Corporation? **yes**

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)
<b>Overall Score</b>		<b>128</b>	<b>59</b>
<b>B Impact Report: Operations</b>			
Impact Area	Market	Developed	Market Benchmark (Median)
Impact Area	Goal	Score	Market Benchmark (Median)
Community	Suppliers & Distributors	5.5	3.4
	Local Involvement	6.0	6.0
	Diversity	5.1	3.3
	Job Creation	1.0	1.8
	Civic Engagement & Giving	5.8	4.5
	<b>Sum</b>	<b>23.4</b>	<b>19.0</b>
Environment	Land, Office, Plant	6.0	4.1
	Inputs	1.0	2.2
	Outputs	0.7	1.1
	Transportation, Distribution & Suppliers	0.0	2.5
	<b>Sum</b>	<b>7.7</b>	<b>9.9</b>
Governance	Mission & Engagement	3.1	1.6
	Governance	1.9	1.3
	Anti-Corruption	1.7	1.0
	Transparency	3.7	3.0
	<b>Sum</b>	<b>10.4</b>	<b>6.9</b>
Workers	Compensation & Wages	5.8	6.5
	Worker Benefits	9.9	5.2
	Training & Education	1.0	1.1
	Worker Ownership	6.2	2.7
	Management & Worker Communication	2.3	2.9
	Human Rights & Labor Policy	0.0	0.5
	Job Flexibility/Corporate Culture	2.0	1.7
	Occupational Health & Safety	0.0	1.0
	<b>Sum</b>	<b>27.2</b>	<b>21.6</b>
<b>B Impact Report: Impact Business Models</b>			
Impact Area	Market	Developed	Market Benchmark (Median)
Impact Area	Subcategory	Score	Market Benchmark (Median)
Consumers	Consumer Products	51.7	
Governance	Governance Models	7.5	

### Becoming a B Corp

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](http://www.bcorporation.net)



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: **15,000** users in **57** countries in **176** industries.

### B Impact Assessment Structure



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	Consumers
BRONZE	0 to 19.9	0 to 9.9	0 to 9.9	0 to 9.9	0 to 2.5	0 to 9.9
SILVER	20 to 29.9	10 to 14.9	10 to 14.9	10 to 14.9		10 to 29.9
GOLD	30 to 49.9	15 to 24.9	15 to 24.9	15 to 24.9	7.5 to 9.9	30 to 44.9
PLATINUM	50+	25+	25+	25+	10	45+

### What is an Impact Operations Rating?

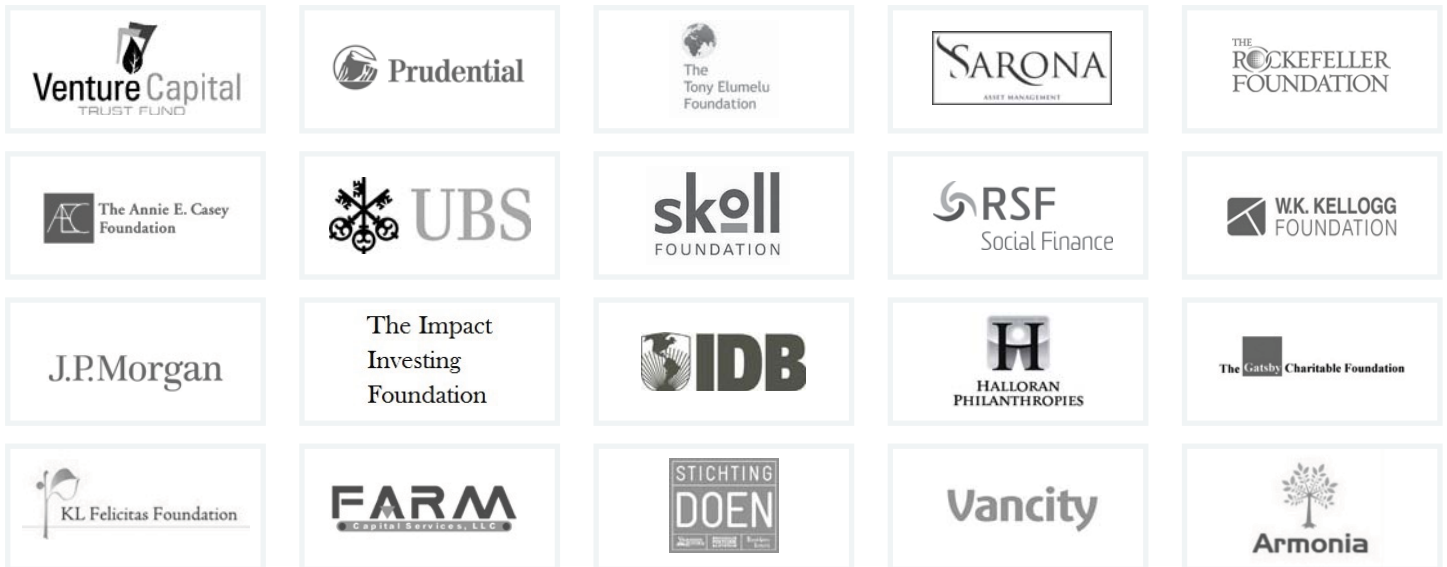
The Impact Operations Rating evaluates the impact of the business in how it operates. This is sometimes referred to "ESG" (or Environmental, Social and Governance) practices.

Operations Rating	Overall Score	By Impact Area	Community	Environment	Workers	Governance
<b>Rated</b>	0 to 49.9	★	0 to 9.9	0 to 4.9	0 to 9.9	0 to 3.9
		★★	10 to 14.9	5 to 7.9	10 to 14.9	4 to 5.9
★★★★	50 to 59.9	★★★★	15 to 19.9	8 to 14.9	15 to 24.9	6 to 7.49
★★★★★	60 to 69.9	★★★★★	20 to 24.9	15 to 19.9	25 to 29.9	7.5 to 8.9
★★★★★★	70+	★★★★★★	25+	20+	30+	9+

## **B Analytics**<sup>®</sup> Measure What Matters

GIIRS is a product offering of B Analytics. B Analytics is a project of the non-profit B Lab. B Lab is a 501(c)3 nonprofit that serves a global movement of entrepreneurs using the power of business to solve social and environmental problems.

**B Analytics is a customizable platform for measuring, benchmarking, and reporting on impact that is used by leaders in impact investing.**



To access an interactive version of this rating and information on an additional 1200 companies and 70 funds, please subscribe to B Analytics. To learn more about B Analytics visit: [www.b-analytics.net](http://www.b-analytics.net)

### Disclaimer

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