

novata

Benchmark the Metrics That Matter

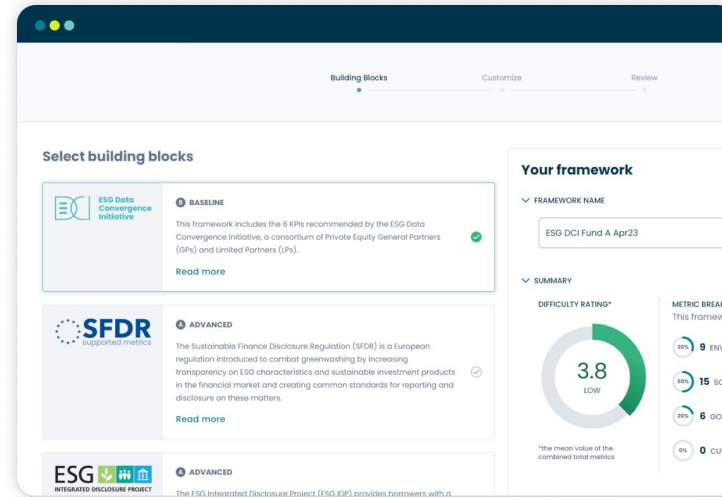
August 2023



Benchmark the Metrics That Matter

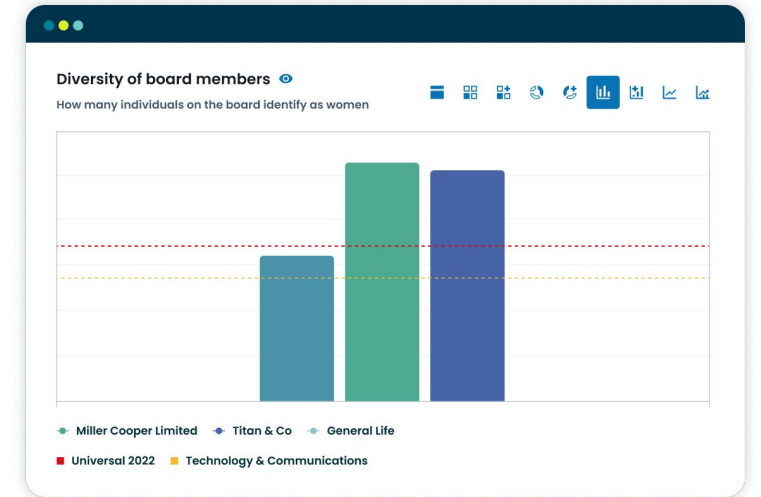
With the broadest collection of private markets' ESG benchmarks, investors and portfolio companies now have real insights into the metrics that matter.

Novata Benchmarks includes 50 universal benchmarks and more than 280 sector benchmarks for the 2022 reporting period, and will grow organically driven by our contributor engagement on the metrics that matter.



Get Relevant Insights

Data used in Novata Benchmarks is actual reported data from Novata contributors, de-identified and aggregated, and specific to the private markets. We use both statistical analysis and the expertise of our internal experts to select and publish benchmark data. This includes reviewing data quality, achieving a minimum number of underlying data points/metric, and testing for variance across multiple dimensions.



Know What Good Looks Like

Use Novata Benchmarks to easily compare performance to the market or a sector, and gain clear insights into where you might under- or over-perform relative to your ESG strategy. Leverage these insights to manage risk, take action, and communicate value.

BENCHMARK THE METRICS THAT MATTER

Novata Universal Benchmarks*

Universal benchmarks are calculated using all contributed data for each metric, excluding identified outliers and errors.

*Reflects Novata benchmark data available as of August 2023

Annual Percent Attrition

Anti-Competitive Practices

Anti-Corruption and Anti-Bribery Policies

Anti-Harassment Policy

Biodiversity

Board Members—Independent

Business Continuity Plan

Code of Conduct Policy

Conflict of Interest Policy

Corporate Philanthropy Program

Cybersecurity Insurance

Cybersecurity Policy

Data Privacy Policy

DEI Policy

Disaster Recovery Plan

Diverse Recruiting Policy

Employee Retirement Plan

Employee Survey

Environmental Policy

Equal Opportunity and Non-Discrimination Policy

Equitable Pay Policy

ESG Disclosure

ESG Policy

Flexible Workplace Policy

Fossil Fuel Sector Activity

Freedom of Association and Collective Bargaining Policy

GHG Emissions Tracking

Head of DEI

Head of ESG

Health and Safety Policy

Human Rights Policy

Incidents of Corruption

Initiatives for Employee Development, Retention, and Attraction

IT Security Management System

Management Ethical Breaches

Net-Zero Target

Number of Data Breaches

Number of Users/Customers Affected by Data Breaches

Number of Women Board Members

Number of Women C-Suite Employees

% of Employees Responding to Employee Survey

% of Total Energy Consumed That is Renewable Energy

Policies for UNGC Principles and OECD Guidelines for Multinational Enterprises

Risk Management Policy

Total Number of Board Members

Total Number of C-Suite Employees

Unadjusted Gender Pay Gap

Violations of UNGC Principles and OECD Guidelines for Multinational Enterprises

Whistleblower Policy

Workplace Safety Training

BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Sector benchmarks use the SICS sector classification.

*Reflects Novata benchmark data available as of August 2023

Consumer Goods

Annual Percent Attrition
Annual Percent Turnover
Anti-corruption and Bribery Policy
Anti-harassment Policy
Biodiversity
Chief Information Security Officer
Code of Conduct Policy
Code of Conduct Scope
Cybersecurity Policy
Data Privacy Policy
Days Lost Due to Injury
DEI Policy
Employees
Employee Survey
Equal Opportunity and Non-Discrimination Policy
ESG Disclosure
ESG Policy
GHG Emissions Tracking
Health and Safety Policy
Human Rights Policy
Incidents of Corruption
Net Change in Full-Time Employees Due to Mergers and Acquisitions
Net-Zero Target

Number of Full-Time Employee Equivalents in Previous Year
Number of LGBTQ Board Members
Number of Women Board Members
Number of Women C-suite Employees
Number of Work-related Fatalities
Number of Work-related Injuries
Organic Net New Hires
Organic Net New Hires - Turnover
Paid Parental Leave Policy
Percentage of Employees Responding to Employee Survey
Policies for UNGC Principles and OECD Guidelines for Multinational Enterprises
Renewable Energy Consumed, from all Sources
Scope 1 Emissions
Scope 2 Emissions
Tons of Hazardous Waste Generated
Total Energy Consumed, from all Sources
Total Net New Hires
Total Net New Hires - Turnover
Total Number of Board Members
Total Number of C-suite Employees
Turnover Number
Unadjusted Gender Pay Gap
Violations of UNGC Principles and OECD Guidelines for Multinational Enterprises

Voluntary Employee Departures
Whistleblower Policy

Financials

Annual Percent Attrition
Annual Percent Turnover
Anti-corruption and Anti-Bribery Policies
Chief Information Security Officer
Code of Conduct Policy
Controversial Weapons
Cybersecurity Policy
Data Privacy Policy
Days Lost Due to Injury
DEI Policy
Employee Code of Conduct Training
Employee Survey
Employees
ESG Policy
Fossil Fuel Sector Activity
GHG Emissions Tracking
Health and Safety Policy
Net Change in Full-Time Employees Due to M&A
Number of Full-Time Employee Equivalents in Previous Year
Number of Women Board Members

BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Sector benchmarks use the SICS
sector classification.

Number of Women C-suite Employees

Number of Work-related Fatalities

Number of Work-related Injuries

Organic Net New Hires

Organic Net New Hires - Turnover

Paid Parental Leave Policy

Percentage of Employees
Responding to Employee Survey

Percentage of Total Energy Consumed that is
Renewable

Policies for UNGC Principles and OECD
Guidelines for Multinational Enterprises

Renewable Energy Consumed, From All Sources

Total Energy Consumed, From All Sources

Total Net New Hires

Total Net New Hires - Turnover

Total Number of Board Members

Total Number of C-suite Employees

Turnover Number

Unadjusted Gender Pay Gap

Violations of UNGC principles and OECD
Guidelines for Multinational Enterprises

Voluntary Employee Departures

Whistleblower Policy

Food & Beverage

Days Lost Due to Injury

Employee Survey

Number of Women Board Members

Number of Work-related Fatalities

Number of Work-related Injuries

Total Energy Consumed, From All Sources

Total Number of Board Members

Health Care

Annual Percent Attrition

Annual Percent Turnover

Anti-harassment Policy

Biodiversity

Code of Conduct Policy

Data Privacy Policy

Data Security Training

Days Lost Due to Injury

DEI Policy

Emissions to Water

Employee Code of Conduct Training

Employee Survey

Employees

ESG Disclosure

ESG Policy

GHG Emissions Tracking

Health and Safety Policy

Human Rights Policy

Management Ethical Breaches

Net Change in Full-Time Employees
Due to Mergers and Acquisitions

Number of Data Breaches

Number of Full-Time Employee
Equivalents in Previous Year

Number of LGBTQ Board Members

Number of Women Board Members

Number of Women C-suite Employees

Number of Work-related Fatalities

Number of Work-related Injuries

Organic Net New Hires

Organic Net New Hires - Turnover

Percentage of Employees Responding
to Employee Survey

Percentage of Total Energy Consumed
that is Renewable Energy

Policies for UNGC principles and OECD
Guidelines for Multinational Enterprises

Renewable Energy Consumed, From All Sources

Scope 1 Emissions

Scope 2 Emissions

Scope 3 Emissions

Tons of Hazardous Waste Generated

*Reflects Novata benchmark data available as of August 2023

BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Sector benchmarks use the SICs sector classification.

Total Energy Consumed, From All Sources
Total Net New Hires
Total Net New Hires – Turnover
Total Number of Board Members
Total Number of C-suite Employees
Unadjusted Gender Pay Gap
Violations of UNGC principles and OECD Guidelines for Multinational Enterprises
Voluntary Employee Departures
Whistleblower Policy

Infrastructure

Annual Percent Attrition
Anti-harassment Policy
Code of Conduct Policy
Data Privacy Policy
Days Lost Due to Injury
Employee Survey
Health and Safety Policy
Number of Full-Time Employee Equivalents in Previous Year
Number of Women Board Members
Number of Work-related Fatalities
Number of Work-related Injuries
Organic Net New Hires

Percentage of Employees Responding to Employee Survey
Percentage of Total Energy Consumed that is Renewable
Total Energy Consumed, From All Sources
Total Number of Board Members

Resource Transformation

Annual Percent Turnover
Days Lost Due to Injury
Employee Survey
Number of Data Breaches
Number of Full-Time Employee Equivalents in Previous Year
Number of Women Board Members
Number of Women C-Suite Members
Number of Work-related Fatalities
Number of Work-related Injuries
Organic Net New Hires – Turnover
Policies for UNGC principles and OECD Guidelines for Multinational Enterprises
Renewable Energy Consumed, from all Sources
Scope 1 Emissions
Scope 2 Emissions
Total Energy Consumed, From All Sources
Total Net New Hires – Turnover

Total Number of Board Members
Total Number of C-Suite Employees
Violations of UNGC principles and OECD Guidelines for Multinational Enterprises

Services

Annual Percent Attrition
Annual Percent Turnover
Anti-corruption and Bribery Policy
Anti-harassment Policy
Average Upskilling Hours
Biodiversity
Chief Information Security Officer
Code of Conduct Policy
Controversial Weapons
Corporate Philanthropy Program
Cybersecurity Policy
Data Privacy Policy
Days Lost Due to Injury
DEI Policy
Diverse Recruiting Policy
Employee Code of Conduct
Employee Survey
Employees
Equal Opportunity and Non-discrimination Policy

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BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

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Equitable pay Policy
ESG Disclosure
ESG Policy
Fossil Fuel Sector Activity
Head of ESG
Health and Safety Policy
Human Rights Policy
Incidents of Corruption
Net Change in Full-Time Employees Due to Mergers and Acquisitions
Net Zero Target
Number of Data Breaches
Number of Full-Time Employee Equivalents in Previous Year
Number of LGBTQ Board Members
Number of Users/Customers Affected
Number of Women Board Members
Number of Women C-suite Employees
Number of Work-related Fatalities
Number of Work-related Injuries
Organic Net New Hires
Organic Net New Hires - Turnover
Paid Parental Leave Policy
Percentage of Breaches Involving Personally Identified Information

Percentage of Employees Responding to Employee Survey
Percentage of Total Energy Consumed that is Renewable Energy
Policies for UNGC principles and OECD Guidelines for Multinational Enterprises
Renewable Energy Consumed, from all Sources
Scope 1 Emissions
Scope 2 Emissions
Scope 3 Emissions
Tons of Hazardous Waste Generated
Total Energy Consumed, from all Sources
Total Net New Hires
Total Net New Hires - Turnover
Total Number of Board Members
Total Number of C-suite Employees
Turnover Number
Unadjusted Gender Pay Gap
Violations of UNGC principles and OECD Guidelines for Multinational Enterprises
Voluntary Employee Departures
Whistleblower Policy

Technology & Communications

Annual Percent Attrition
Anti-corruption and Bribery Policy
Anti-harassment Policy
Biodiversity
Business Continuity Plan
Controversial Weapons
Corporate Philanthropy Program
Cybersecurity Insurance
Cybersecurity Policy
Data Privacy Policy
Emissions to Water
Equal Opportunity and Non-discrimination Policy
Equitable Pay Policy
ESG Committee
ESG Disclosure
ESG Executive Sponsor
ESG Policy
Fossil Fuel Sector Activity
Head of DEI
Head of ESG
Human Rights Policy

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Novata Sector Benchmarks*

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Incidents of Corruption
Management Ethical Breaches
Net-zero Target
Number of Data Breaches
Number of Users/Customers Affected
Number of Work-related Fatalities
Number of Work-related Injuries
Organic Net New Hires
Percentage of Breaches involving Personally Identifiable Information
Percentage of Total Energy Consumed }that is Renewable Energy
Policies for UNGC principles and OECD Guidelines for Multinational Enterprises
Risk Management Policy
Scope 1 Emissions
Scope 2 Emissions
Scope 3 Emissions
Tons of Hazardous Waste Generated
Total Energy Consumed, from all Sources
Total Net New Hires
Unadjusted Gender Pay Gap
Violations of UNGC principles and OECD Guidelines for Multinational Enterprises

Transportation

Annual Percent Turnover
Days Lost Due to Injury
Employee Survey
Number of Full-Time Employee Equivalents in Previous Year
Number of Women Board Members
Number of Women C-suite Employees
Number of Work-related Fatalities
Number of Work-related Injuries
Percentage of Employees Responding to the Employee Survey
Organic Net New Hires - Turnover
Renewable Energy Consumed, From All Sources
Total Energy Consumed, From All Sources
Total Net New Hires - Turnover
Total Number of Board Members

BENCHMARK THE METRICS THAT MATTER

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Novata Benchmarks (the “Benchmarks”) are intended for informational purposes only and are neither intended nor implied to be a substitute for professional advice. The Benchmarks represent industry averages and do not represent the specific performance of any individual company, fund, product, or service.
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