

novata

Benchmark the Metrics That Matter

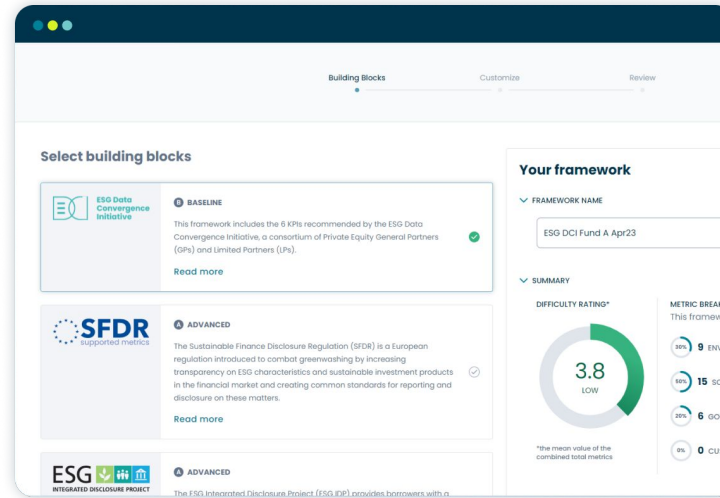
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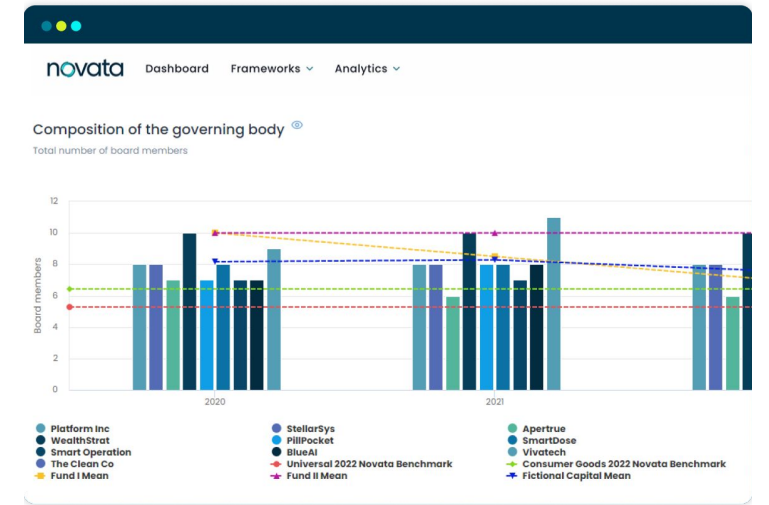
With the broadest collection of private markets' ESG benchmarks, investors and portfolio companies now have real insights into the metrics that matter.

Novata Benchmarks includes 75 universal benchmarks and more than 350 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 October 2023

Annual Percent Attrition

Annual Percent Turnover

Anti-Competitive Practices

Anti-Corruption and Anti-Bribery Policies

Anti-Harassment Policy

Average Upskilling Hours

Biodiversity

Biodiversity Impact

Board Members—Independent

Business Continuity Plan

Carbon Emissions Reduction Initiative

Case of Insufficient Action Taken to Address Standards of Anti-Corruption and Anti-Bribery

Code of Conduct Policy

Code of Conduct Scope

Competitive Wages and Benefits

Conflict of Interest Policy

Corporate Philanthropy Program

Cybersecurity Insurance

Cybersecurity Policy

Data Privacy Policy

DEI Policy

Disaster Recovery Plan

Diverse Recruiting Policy

Employee Stock Ownership Policy

Employee Survey

Environmental Policy

Equal Opportunity and Non-Discrimination Policy

Equitable Pay Policy

ESG Committee

ESG Disclosure

ESG Executive Remuneration

ESG Executive Sponsor

ESG Policy

ESG Strategy

Flexible Workplace Policy

Freedom of Association and Collective Bargaining Policy

GHG Emissions Tracking

Gifts, Hospitality, and Entertainment Policy

Head of DEI

Head of ESG

Health and Safety Policy

Human Rights Policy

Incidents of Corruption

Incidents of Discrimination

Information and Cybersecurity Management at Board Level

Information Management and Cybersecurity

Initiatives for Employee Development, Retention, and Attraction

IT Security Management System

Litigation

BENCHMARK THE METRICS THAT MATTER

Novata Universal Benchmarks*

Management Ethical Breaches

Net-Zero Target

Number of Data Breaches

Number of Convictions for Violations of Anti-Corruption and Anti-Bribery Laws

Number of LGBTQ Board Members

Number of Users/ Customers Affected by Data Breaches

Number of Women Board Members

Number of Women C-Suite Employees

Operations and Suppliers at Significant Risk of Incidents of Forced or Compulsory Labor

% of Breaches Involving Personally Identifiable Information

% 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

Supplier Assessment on Environmental or Social Practices

Supplier Audits

Supplier Code of Conduct

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

Waste Generation Efforts

Whistleblower Policy

Workplace Safety Training

*Reflects Novata benchmark data available as of October 2023

BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Sector benchmarks use the SICS sector classification.

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
Conflict of Interest Policy
Controversial Weapons
Cybersecurity Policy
Data Privacy Policy
Days Lost Due to Injury
DEI Policy
Emissions to Water
Employee Code of Conduct Training
Employees
Employee Survey
Equal Opportunity and Non-Discrimination Policy
ESG Disclosure
ESG Policy
Fossil Fuel Sector Activity
GHG Emissions Tracking
Health and Safety Policy

High Impact Climate Sector
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 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
Percentage of Total Energy Consumed that is Renewable
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

Supplier Audits
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

*Reflects Novata benchmark data available as of October 2023

BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Employee Code of Conduct Training
Employee Survey
Employees
ESG Policy
Fossil Fuel Sector Activity
GHG Emissions Tracking
Health and Safety Policy
High Impact Climate Sector
Net Change in Full-Time Employees Due to M&A
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
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
Unadjusted Gender Pay Gap
Violations of UNGC principles and OECD Guidelines for Multinational Enterprises
Voluntary Employee Departures
Whistleblower Policy

Food & Beverage

Annual Percent Attrition
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-corruption and Anti-bribery Policies
Anti-harassment Policy

Biodiversity
Business Continuity Plan
Chief Information Security Officer
Code of Conduct Policy
Code of Ethics Policy
Controversial Weapons
Corporate Philanthropy Program
Cybersecurity Policy
Data Privacy Policy
Data Security Training
Days Lost Due to Injury
DEI Policy
Employee Code of Conduct Training
Employee Survey
Employees
Equitable Pay Policy
ESG Disclosure
ESG Policy
GHG Emissions Tracking
Fossil Fuel Sector Activity
Freedom of Association and Collective Bargaining Policy
Health and Safety Policy
High Impact Climate Sector

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BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Hourly Employee Survey
Human Rights Policy
Incidents of Corruption
Independent Board Directors
Initiatives for Employee Development, Retention, and Attraction
Litigation
Management Ethical Breaches
Net Change in Full-Time Employees Due to Mergers and Acquisitions
Net-zero Target
Number of Cases that Occurred
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
Paid Parental Leave Policy
Percentage of Breaches Involving Personally Identifiable Information
Percentage of Employees Responding to Employee Survey

Percentage of Total Energy Consumed that is Renewable Energy
Percentage of Waste Generated that was Hazardous
Policies for UNGC principles and OECD Guidelines for Multinational Enterprises
Scope 1 Emissions
Scope 2 Emissions
Scope 3 Emissions
Tons of Hazardous Waste Generated
Tons of 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
Total Number of Currently Pending Investigations
Turnover Number
Unadjusted Gender Pay Gap
Violations of UNGC principles and OECD Guidelines for Multinational Enterprises
Voluntary Employee Departures
Waste Generation Efforts
Whistleblower Policy

Infrastructure

Annual Percent Attrition
Annual Percent Turnover
Anti-corruption and bribery Policy
Anti-harassment Policy
Code of Conduct Policy
Cybersecurity Policy
Data Privacy Policy
Days Lost Due to Injury
Employee Survey
ESG Policy
Health and Safety Policy
Incidents of Corruption
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

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BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Renewable Resources

Employee Survey

Total Number of Board Members

Resource Transformation

Annual Percent Attrition

Annual Percent Turnover

Anti-corruption and Bribery Policy

Anti-harassment Policy

Code of Conduct Policy

Cybersecurity Policy

Data Privacy Policy

Days Lost Due to Injury

Employee Survey

ESG Policy

Incidents of Corruption

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

Percentage of Breaches Involving Personally
Identifiable Information

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

Violations of UNGC principles and OECD
Guidelines for Multinational Enterprises

Whistleblower Policy

Services

Annual Percent Attrition

Annual Percent Turnover

Anti-corruption and Anti-bribery Policies

Anti-corruption and Bribery Policy

Anti-harassment Policy

Average Upskilling Hours

Biodiversity

Business Continuity Plan

Chief Information Security Officer

Code of Conduct Policy

Conflict of Interest Policy

Controversial Weapons

Corporate Philanthropy Program

Cybersecurity Policy

Data Privacy Policy

Days Lost Due to Injury

DEI Policy

Emissions to Water

Employee Code of Conduct

Employee Survey

Employees

Equal Opportunity and
Non-discrimination Policy

Equitable pay Policy

ESG Disclosure

ESG Policy

Fossil Fuel Sector Activity

Freedom of Association and Collective
Bargaining Policy

Health and Safety Policy

High Impact Climate Sector

Human Rights Policy

Incidents of Corruption

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BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

Initiatives for Employee Development, Retention, and Attraction

Litigation

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

Supplier Code of Conduct

Tons of Hazardous Waste Generated

Total Cost of the Workforce

Total Employee Departures

Total Energy Consumed, from all Sources

Total GHG Emissions

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

Workplace Safety Training

Technology & Communications

Annual Percent Attrition

Anti-corruption and Anti-Bribery Policies

Anti-corruption and Bribery Policy

Anti-harassment Policy

Biodiversity

Business Continuity Plan

Controversial Weapons

Corporate Philanthropy Program

Cybersecurity Insurance

Cybersecurity Policy

Data Privacy Policy

Days Lost to Injury

Employee Survey

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

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BENCHMARK THE METRICS THAT MATTER

Novata Sector Benchmarks*

*Reflects Novata benchmark data available as of October 2023

Health and Safety Policy
High Impact Climate Sector
Human Rights Policy
Incidents of Corruption
Incidents for Employee Development, Retention, and Attraction
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 Cost of the Workforce
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 Work-related Fatalities
Number of Work-related Injuries
Organic Net New Hires - Turnover
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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