**Question M4: Accountability**

**Scoring Rubric**

<table>
<thead>
<tr>
<th>CFP 2021 Survey</th>
<th>Manufacturer</th>
<th>No Manufacturing</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Formulated Products &amp; Articles</td>
<td>Formulated Products</td>
</tr>
</tbody>
</table>

**Question M4**

1. Does your company have in place means of accountability to ensure implementation of your chemicals policy?

   a. Our company has means of accountability listed in question 2, below, to ensure implementation of our chemicals policy.

   b. Our company does not have means of accountability listed in question 2, below, to ensure implementation of our chemicals policy

<table>
<thead>
<tr>
<th></th>
<th>Formulated Products &amp; Articles</th>
<th>Formulated Products</th>
<th>Articles</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Our company has means of accountability listed in question 2, below, to ensure implementation of our chemicals policy.</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>b. Our company does not have means of accountability listed in question 2, below, to ensure implementation of our chemicals policy</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>

2. Our company: (Follow up to question 1)

Choose all that apply.

   a. delineates chemicals management responsibilities in job descriptions and individual annual performance metrics

   b. assigns member(s) of senior management responsibility for meeting chemical policy goals and objectives

   c. has financial incentives for senior management to meet corporate sustainability goals. These goals include reducing the use of some or all chemicals of high concern.

   d. has Board level engagement in the implementation of our chemicals policy

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<tbody>
<tr>
<td>a. delineates chemicals management responsibilities in job descriptions and individual annual performance metrics</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>b. assigns member(s) of senior management responsibility for meeting chemical policy goals and objectives</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>c. has financial incentives for senior management to meet corporate sustainability goals. These goals include reducing the use of some or all chemicals of high concern.</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>d. has Board level engagement in the implementation of our chemicals policy</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
</tr>
</tbody>
</table>

**M4 Maximum Points**

4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00
**Question M4: Accountability**

**Explanation**
The purpose of this question is to evaluate whether the implementation of your chemicals policy is clearly delineated in the work responsibilities of your company’s employees, senior management, and/or board members.

Implementation of a chemicals policy includes setting objectives and targets, tracking and reporting on performance, assurance, and review and revision activities. To implement such changes, it is essential that employees are knowledgeable about their company’s chemicals policy, engaged in its implementation, and rewarded for their participation in the change process. In addition, a systematic transition toward the use of safer chemicals and products requires support and accountability at high levels of an organization. When a member of the executive team of an organization is responsible for reducing the use of chemicals of high concern, he or she will engage other members of the company to help achieve this objective. Board level visibility to chemical policy goals and progress toward those goals signals high level interest in implementation of a chemicals policy.

Note that you can check all response options that apply.

**Examples**

**Option M4.2.a**

**Apparel and Footwear** Levi Strauss & Co. established the Restricted Substances Stewardship Program (RSSP) and ensures that all LS&Co. factory employees "demonstrate knowledge and understanding regarding the RSSP chemical management system program as it relates to their job responsibilities and area of work in the factory." [LS&Co. Restricted Substances Stewardship Program](#)

**Medical Devices and Supplies** CommonSpirit Health’s Comprehensive Chemicals Policy addresses response option “a” by integrating its chemicals policy implementation into the organization’s “operations councils and hospital safety committees.”

**Option M4.2.b**

**Electronics** At HP, the executive leadership team, led by HP’s CEO, is responsible for Sustainable Impact as part of HP’s business strategy. "All members of the executive leadership team oversee Sustainable Impact targets relevant to their organizations." [HP 2019 Sustainable Impact Report](#)

**Medical Devices and Supplies** Becton Dickinson and Co. established a Chemical Review Board in 2013 in order to monitor the constantly changing landscape around chemicals of high concern. The Chemical Review Board is led by BD’s Director of Global Product Stewardship and Director of Global Product Stewardship Compliance and consists of members of R&D for all business units and functional expertise from toxicology and procurement. [2019 Sustainability Report](#).

**Option M4.2.c**

**Electronics** At HP all members of the executive leadership team “oversee Sustainable Impact targets relevant to their organizations and are evaluated annually against objectives related to Sustainable Impact, including diversity and inclusion. Performance against these and other business objectives is tied to total compensation.” [HP 2019 Sustainable Impact Report](#)
**Household and Personal Products** The Seventh Generation Annual Incentive Plan (AIP) incentivizes sustainability goals just as financial ones, and links the bonus structure to sustainability action areas. Seventh Generation holds itself to high standards, but also relies on “governance structures to assess and improve our performance. Each employee’s Annual Incentive Program (AIP) includes environmental performance and social mission criteria that inform performance and bonus evaluations. We also share performance metrics through our reporting and commitments with the Science-Based Targets Initiative, Chemical Footprint Project, and B Corporation.” [2019 Corporate Consciousness Report](#)

**Supporting documentation**
Provide a narrative summary for any checked item include the title and description of responsibilities for the highest-ranking person in the company responsible for chemicals management.