I. Reporting on anti-corruption programmes (ACP)

1) Does the company have a publicly stated commitment to anti-corruption?

1,0 point - If there is an explicit statement of "zero tolerance to corruption" or equivalent (i.e. the commitment to fight any corrupt activities)

0,5 point – If there is no general anti-corruption statement, but only reference to public sector/ governmental corruption

If there is a weaker, less direct statement

If a company is a signatory of the UNGC and it explicitly underscores its commitment to the 10th principle

0 points – If there is no explicit statement/ commitment, even if relevant policies are there

If a company is a signatory of the UNGC, but there is no explicit reference to its commitment to the 10th principle

2) Does the company publicly commit to be in compliance with all relevant laws, including anti-corruption laws?

1,0 point - If there is an explicit statement of such commitment for all jurisdictions in which a company operates

A reference to “all laws” shall be deemed to include anti-corruption laws, even if they are not specifically mentioned

0 points – If there is no explicit reference to compliance with laws or the reference to compliance with laws excludes or omits anti-corruption laws

3) Does the company leadership (senior member of management or board) demonstrate support for anti-corruption?

1,0 point - If the company leadership (senior member of management or board) issues a personal statement that specifically highlights the company’s commitment to anti-corruption

If the company leadership (senior member of management or board) issues a personal letter of support for company’s code of conduct or equivalent and the code of conduct includes anti-corruption policies

0 points – If the statement fails to specifically refer to corruption or is not inserted in a code of conduct

If the statement is not issued by the appropriate individual

If there is no such statement

4) Does the company’s code of conduct / anti-corruption policy explicitly apply to all employees and directors?

Directors = Board of Directors = Supervisory Board

1,0 point - If the policy explicitly mentions that it applies to all employees and directors, regardless of their position in corporate hierarchy. There can be no exceptions for any country of operations

0,5 point - If the policy applies to all employees, but does not explicitly mention directors
0 points – If there is no explicit statement that relevant policies apply to all employees and directors
If policies apply to a selected group of employees only, i.e., to managers

5) Does the company’s anti-corruption policy explicitly apply to persons who are not employees but are authorised to act on behalf of the company or represent it (for example: agents, advisors, representatives or intermediaries)?
1,0 point - If such persons must comply with the policy
0 points – If such persons are only encouraged to comply with the policy
If such persons are not covered by the anti-corruption policy or they are specifically excluded from the policy.

6) Does the company’s anti-corruption programme apply to non-controlled persons or entities that provide goods or services under contract (for example: contractors, subcontractors, suppliers)?
1,0 point - If all of the following three elements are fulfilled:
   1) Such persons/entities are required to comply with the company’s anti-corruption programme, its equivalent or with a supplier code issued by the company; and
   2) The company performs anti-corruption due diligence on such persons/entities; and
   3) The company monitors such persons/entities.
0,5 point – If such persons/entities are only ‘encouraged’ to comply with the policy or if only one or two of the three elements above are present
0 points – If there is no reference to such persons/entities; or they are not specifically required to comply with the company’s policy or equivalent.

7) Does the company have in place an anti-corruption training programme for its employees and directors?

Directors = Board of Directors = Supervisory Board

1,0 point - If the company states in public documents that such a programme is in place for employees and directors (the reference to the training programme may focus explicitly on training on the anti-corruption policies, but it can also refer to training on the code of conduct, if it includes anti-corruption provisions)
0,5 point – If the company states in public documents that such a training programme is in place for employees, but not for directors (or vice versa)
   If there is public information about a training programme for employees and directors on all ethical/integrity issues, and from other sources, we can infer, that it includes anti-corruption policies
0 points – If there is no public reference to such a training programme

8) Does the company have a policy on gifts, hospitality and expenses?
1,0 point - If the company has a policy regulating the offer, giving and receipt of gifts, hospitality or expenses. The policy must cover the following elements:
1) Either offer or giving of such items,

2) Receipt of such items,

3) A definition of thresholds (descriptive or quoted as amounts) for acceptable gifts, hospitality or expenses, as well as procedures and reporting requirements.

Attention: The exact guidance for employees does not have to be publicly available. There must be publicly available information that such guidance exists and that it includes all required elements.

0,5 point – If some but not all of the elements enumerated above are present

0 points – If the company does not disclose that it has such policy

9) Is there a policy that explicitly prohibits facilitation payments?

‘Facilitation payments’ are payments made to expedite or to secure the performance of a routine governmental action, by an official, political party, or party official.

Attention: facilitation payments are illegal in most countries but they are not prohibited under the foreign bribery laws of some countries, such as the US Foreign Corrupt Practices Act. Nevertheless, we expect them to be prohibited in all countries in which a company operates.

1,0 point - If there is an explicit prohibition and not only simple discouragement of such payments (recognising that exceptions may be made for life or health threatening situations)

0 points - If such payments are discouraged or regulated internally (i.e. allowed after being approved by the manager)

10) Does the programme enable employees and others to raise concerns and report violations (of the programme) without risk of reprisal?

1,0 point - If the publicly-available policy specifies that no employee will suffer demotion, penalty or other reprisals for raising concerns or reporting violations (whistle-blowing)

0 points – If there is no explicit policy prohibiting such retaliation

11) Does the company provide a channel through which employees can report suspected breaches of anti-corruption policies, and does the channel allow for confidential and/or anonymous reporting (whistle-blowing)?

1,0 point - If there is public provision of such a channel in a form that assures full confidentiality and/or anonymity, and two-way communication with the whistle-blower for any needed follow-up on the disclosure

0,5 point – If there is such a channel, but two-way communication with the whistle-blower is not assured

0 points – If there is no such channel or the channel allows for neither confidential, nor anonymous reporting
12) Does the company carry out regular monitoring of its anti-corruption programme to review the programme’s suitability, adequacy and effectiveness, and implement improvements as appropriate?

“The enterprise should establish feedback mechanisms and other internal processes supporting the continuous improvement of the Programme. Senior management of the enterprise should monitor the Programme and periodically review the Programme’s suitability, adequacy and effectiveness, and implement improvements as appropriate” (from TI’s Business Principles for Countering Bribery).

1,0 point - If there is public information on regular or continuous monitoring of the anti-corruption programme

0,5 point – If there is information on regular or continuous monitoring of all sustainability issues (without specific reference to anti-corruption policies and procedures) and additionally some implicit information that company’s anti-corruption programme should be included

0 points – If there is information on some monitoring, but it is not a regular or continuous process

If there is only compliance-related monitoring in place without specific reference to the review of programme’s suitability, adequacy and effectiveness

If there is only oversight or audit of the report (which mentions the programme)

If no monitoring is publicly mentioned

13) Does the company have a policy on political contributions that either prohibits such contributions or if it does not, requires such contributions to be publicly disclosed?

‘Political contributions’ refers to contributions of cash or in-kind support for a political party, cause or candidacy. Both direct and indirect contributions, i.e., through associations to which a company is a member will be considered.

Attention: TI does not require that companies prohibit political contributions, but it requires transparency in this field. Such transparency can be achieved by either publicly disclosing all contributions or by prohibiting them.

1,0 point - If a company either publicly discloses or prohibits its political contributions (in all its countries of operations)

0 points – If political contributions are regulated but not disclosed or prohibited (e.g. there is a special internal approval procedure and internal reporting system for such contributions, but the actual payments are not made public)

If political contributions are disclosed only for certain countries, e.g. for company’s home country

If a company’s policy refers only to contributions by employees, but not to contributions by a company

If political contributions are not regulated and/or disclosed

II. Organisational Transparency (OT)

14) Does the company disclose all of its fully consolidated subsidiaries?

1,0 point - If there is a full list of such subsidiaries
0,5 point – If there is a list of material/ principal/ significant/ main subsidiaries
0 points - If there is no list of subsidiaries
                If there is only a list of domestic or other incomplete list of subsidiaries

15) Does the company disclose percentages owned in each of its fully consolidated subsidiaries?
    # of points - See guidance for question 14

16) Does the company disclose countries of incorporation for each of its fully consolidated subsidiaries?
    # of points - See guidance for question 14

17) Does the company disclose countries of operations for each of its fully consolidated subsidiaries?
    # of points - See guidance for question 14

18) Does the company disclose all of its non-fully consolidated holdings?
For qq.18-21: “non-fully consolidated holdings” include all non-fully consolidated entities, such as associated companies, joint-ventures, entities consolidated by equity method.
    1,0 point - If there is a full list of such companies
    0,5 point – If there is a list of material/ principal/ significant/ main companies
    0 points - If there is no list of such companies
                If there is only a list of domestic entities or other incomplete information
    N/A - If a company does not have any non-fully consolidated entities (the question will not be used to calculate the scores)

19) Does the company disclose percentages owned in each of its non-fully consolidated holdings?
    # of points - See guidance for question 18
    N/A - If a company does not have any non-fully consolidated entities (the question will not be used to calculate the scores)

20) Does the company disclose countries of incorporation for each of its non-fully consolidated holdings?
    # of points - See guidance for question 18
    N/A - If a company does not have any non-fully consolidated entities (the question will not be used to calculate the scores)

21) Does the company disclose countries of operations for each of its non-fully consolidated holdings?
    # of points - See guidance for question 18
N/A - If a company does not have any non-fully consolidated entities (the question will not be used to calculate the scores)

For questions 18-21: if a company does not have any non-fully consolidated entities, it scores N/A for these questions and its overall score for the section is calculated as % performance for questions 14-17 only. I.e.: if a company scores 4 points for questions 14-17 and N/A for questions 18-21, its overall score for this section is 100%.

III. Country-by-Country Reporting (CBC)

“Countries of operations” – a guidance:

In our study "countries of operations" are those countries, in which a company is present either directly or through its consolidated subsidiaries, or other entities, and in which it has to report to the local tax authorities.

Before answering qq.22-26, the relevant list of countries of operations has to be identified. This is necessary to calculate the final score for this section. Such a list should be based on company’s own reporting.

If a company does not provide such a list, the researcher will try to find a proxy, i.e. to identify all countries, in which company subsidiaries are registered.

For the sake of score calculation, it is also enough to know only the number of such countries, without knowing all their names.

If there is absolutely no information on where, or in how many countries the company operates, the company’s score for the third dimension will be zero.

For each country of the company’s operations the following set of questions is asked:

22) Does the company disclose its revenues/sales in country X?
   1,0 point - If a company discloses its gross/net sales/revenues for country X
      If country-split is by origin - revenues include goods/services produced in country X, both sold locally and exported
   0,5 point – If there is split by subsidiary and subsidiaries’ domiciles are also disclosed
      If there is country-by-country split only for a certain (but considerable, i.e. generating over 50% of revenues) part of business (i.e. for oil and gas upstream production in extractive business)
      If country-split is by destination - revenues include all sales to customers located in country X, both produced locally and imported
   0 points – If revenues/sales are disclosed by region, business segment, as total only, or not reported at all

23) Does the company disclose its capital expenditure in country X?
   1,0 point - If a company discloses its capital expenditure for country X
0,5 point – If there is split by subsidiary and subsidiaries’ domiciles are also disclosed

If there is country-by-country split only for a certain (but considerable, i.e. generating over 50% of revenues) part of business (i.e. for oil and gas upstream production in extractive business)

0 points – If capital expenditures are disclosed by region, business segment, as total only, or not reported at all

24) Does the company disclose its pre-tax income in country X?

1,0 point - If a company discloses its pre-tax income for country X

If a company discloses its net income and income tax for country X (pre-tax income can be calculated as a simple sum of the two)

0,5 point – If there is split by subsidiary and subsidiaries’ domiciles are also disclosed

If there is country-by-country split only for a certain (but considerable, i.e. generating over 50% of revenues) part of business (i.e. for oil and gas upstream production in extractive business)

0 points – If pre-tax income is disclosed by region, business segment, as total only or not reported at all

25) Does the company disclose its income tax in country X?

1,0 point - If a company discloses its income tax for country X

0,5 point – If there is split by subsidiary and subsidiaries’ domiciles are also disclosed

If there is country-by-country split only for a certain (but considerable, i.e. generating over 50% of revenues) part of business (i.e. for oil and gas upstream production in extractive business)

0 points – If income tax is disclosed by region, business segment, as total only, or not reported at all

26) Does the company disclose its community contribution in country X?

1,0 point - If there is both the amount of community contributions in country X and there is a description of how this money was spent (e.g. a list of beneficiaries or description of financed community projects)

0,5 point – If there is only the amount of community contributions in country X

0 points – If community contributions are disclosed by region, by business segment or as total spending of the company, or not disclosed at all

N/A - If a company declares that it makes no community contributions in a given country, such country (or countries) shall be excluded for purposes of calculating the company’s score.
**SCORING:**

- Scores for the first section are calculated as follows: each question can be awarded between 0 and 1 point. The sum of points awarded for this section is then divided into 13 (which is a maximum available score) and expressed as percentage.

- Scores for the second section are calculated as follows: each question can be awarded between 0 and 1 point. The sum of points awarded for this section is then divided into 8 (which is a maximum available score) and expressed as percentage. If questions 18-21 are scored N/A, then the final score is divided into 4 and expressed as percentage.

- Scores for the third dimension are calculated differently than scores for the first and the second dimensions.

  Each piece of country level information is awarded between 0 and 1 point. For each question, the sum of points is calculated and then divided into the number of countries of operations. Scores for q.26 are calculated after excluding all N/A from the number of countries of operations.

  **Example:**

<table>
<thead>
<tr>
<th>6 foreign countries of operations</th>
<th>q.22</th>
<th>q.23</th>
<th>q.24</th>
<th>q.25</th>
<th>q.26</th>
</tr>
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<td>1</td>
<td>1</td>
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<td>1</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
</tbody>
</table>

  | sum of points                     | 6,0  | 0,0  | 2,0  | 3,0  | 1,5  |
  | score for the question            | 1,00 | 0,00 | 0,33 | 0,50 | 0,50 |

  Finally the scores for all five questions are added, divided into 5 (the maximum possible score) and expressed as percentage.

  I.e. in the above example: $2,33 / 5 = 0,466 = 46,6\%$