

2009 GRI Content Index

*A cycle of balance*

# Scope of Report

## Pacific Market International's (PMI's)

first Corporate Responsibility Report was created using the Global Reporting Initiative (GRI) as our learning tool and guide. We are reporting on our direct impact and ownership: PMI and PMI Joinease. The scope of this report is the owned or leased property of Pacific Market International, LLC, which includes the Seattle (HQ) office, the Shanghai office, the Manila office, the London office, and the PMI Joinease factory. In our next Report, we will expand our reporting scope to contractors, which will include contract factories, packaging suppliers, and warehouses.

The primary purpose of this report is to bring together all aspects of PMI's Corporate Social

Responsibility (CSR) program as a resource for our stakeholders. The intention is to provide incentive for our employees to drive innovation that will improve our performance. In 2010 and beyond, the accomplishment of goals that support our Strategic Business Pillars will be tracked and reported.

When evaluating this report's content against the standards in the GRI Application Levels ([www.globalreporting.org/ReportingFramework/ApplicationLevels](http://www.globalreporting.org/ReportingFramework/ApplicationLevels)), PMI self-declares that it has reached the A level. Our 2009 Corporate Responsibility Report, along with our Code of Conduct, has been published on our website ([www.pmi-worldwide.com](http://www.pmi-worldwide.com)) as a companion document to this report. ○



## G3 Content Index

Application Level

GRI-checked

### STANDARD DISCLOSURES PART I: Profile Disclosures

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
<b>1. Strategy and Analysis</b>			
1.1	Statement from the most senior decision-maker of the organization.	Fully	CEO Letter - page 10
1.2	Description of key impacts, risks, and opportunities.	Fully	The CSR Journey - page 12
<b>2. Organizational Profile</b>			
2.1	Name of the organization.	Fully	Pacific Market International LLC
2.2	Primary brands, products, and/or services.	Fully	Brands, Products, and Patents - page 6
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Locations - page 6
2.4	Location of organization's headquarters.	Fully	Locations - page 6 and back cover
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Locations - page 6
2.6	Nature of ownership and legal form.	Fully	Privately Owned: Economic - page 8
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Brands, Products, and Patents - page 6 Locations and Map - page 6 and 7
2.8	Scale of the reporting organization.	Partially	Economics - page 8 We did not include information on the total capitalization broken down by debt and equity as this is proprietary information
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	There were no significant changes
2.10	Awards received in the reporting period.	Fully	Memberships and Awards - page 30
<b>3. Report Parameters</b>			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Economics - page 8
3.2	Date of most recent previous report (if any).	Fully	This is our first report
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Annual
3.4	Contact point for questions regarding the report or its contents.	Fully	Back Cover
3.5	Process for defining report content.	Fully	The process for defining the report content started eighteen months ago. First we studied the GRI reporting guidelines. Then we gathered all of the available data regarding our CSR work. We also interviewed key stakeholders to determine what was of interest to them. After we established what we wanted to report on, we identified where the gaps in our information were and worked to fill the gaps with reliable data.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Scope of Report - page 3
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Scope of Report - page 3

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	Scope of Report - page 3 PMI Environmental Performance Indicators - page 26
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	PMI Environmental Performance Indicators - page 26 We utilized the tools provided by the GHG Protocol to perform calculations.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	This information does not exist as this is our first report.
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	This information does not exist as this is our first report.
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	GRI Content Indices Grid - report insert and website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Scope of Report - page 3. We did not seek external assurance for the report.
<b>4. Governance, Commitments, and Engagement</b>			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Management Structure and Employees - pages 7 and 8
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	The Chair of the Board is CEO and founder Rob Harris
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Fully	Management Structure and Employees - page 7
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Management Structure and Employees - page 7
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	The base compensation for our employees is linked to the specific role, the expertise required, and the industry experience. There are bonuses that are tied to company financial performance as well as individual performance goals. In addition, if certain financial targets are met, then profit sharing is distributed amongst employees. As social and environmental responsibility are a part of the pillars on which our strategy is based, success in these areas is factored into the success of the business as a whole.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Our bylaws, which apply to the Board of Directors, state that conflicts have to be disclosed and that the conflicted party must remove themselves from either influencing or voting on certain policies, strategies, or other related matters.
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Fully	Our bylaws, which apply to the Board of Directors, state that conflicts have to be disclosed and that the conflicted party must remove themselves from either influencing or voting on certain policies, strategies, or other related matters.
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Mission Statement - page 6; Vision Statement - page 6; Culture Statement - page 13; Strategic Pillars - page 16; Corporate Values - page 2; Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	The Board of Directors has quarterly Board Meetings at which they advise on the organization's identification and management of key areas of performance.
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	All board members have a responsibility to act in a fiduciary manner in the best interest of all shareholders, consistent with the overall strategy and mission of PMI and this is evaluated at Quarterly board meetings
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	Environmental Responsibility - page 24; Social Consciousness - page 20 and 21
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	The PMI Code of Conduct is based on the FLA (Fair Labor Association Code of Conduct) (1998). It was revised and republished in 2000. In 2009, PMI launched the environmental standard. We also use the Green House Gas Protocol (GHG) to assess our carbon foot print. We use Grant Thornton and Deloitte Touche Tohmatsu as our external financial auditors and are in full compliance of International Accounting Standards as well as American GAP. We work with the Better Business Bureau, Prevention and Detection of Fraud.
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	Memberships and Awards - page 30
4.14	List of stakeholder groups engaged by the organization.	Fully	Stakeholder Engagement - page 29
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	The identification and selection of stakeholders with whom we engage is a natural extension of how we approach our business. Our primary stakeholders have always been our employees, our customers and our suppliers. We have daily interaction with all three of these stakeholder groups. In addition, we regularly seek guidance from NGO's and consultants.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Quarterly open forums and retreats provide employee engagement that is beyond day to day working, providing input to strategic initiatives. Customer engagement goes beyond sales via interface with our customers' CSR managers. This interaction provides rich information and the opportunity for strategic alignment.
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	Key topics raised by stakeholder engagement are the need to document what PMI is doing regarding social consciousness, environmental responsibility and community involvement. PMI has provided this information via presentations to employees and customers for several years. Recently the requests for information have increased to the point where a GRI report was the logical next step to put all of the information in one document. Completing the GRI report has been a learning process and a robust communication tool.

### STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3 DMA	Description	Reported	Cross-reference/Direct answer
<b>DMA EC</b>	<b>Disclosure on Management Approach EC</b>		
Aspects	Economic performance	Fully	Economics - pages 8 and 9
	Market presence	Fully	Economics - page 9 Locations Map - page 6 & 7
	Indirect economic impacts	Fully	Economics - page 9

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
<b>DMA EN</b>	<b>Disclosure on Management Approach EN</b>		
Aspects	Materials	Fully	KPIs for Water, Waste, and Materials - page 28
	Energy	Fully	PMI Carbon Footprint - page 26
	Water	Fully	KPIs for Water, Waste, and Materials - page 28
	Biodiversity	Fully	We don't believe we have large biodiversity impacts but are monitoring this
	Emissions, effluents and waste	Fully	PMI Carbon Footprint - page 27 KPIs for Water, Waste, and Materials - 28
	Products and services	Fully	Brands, Products, and Patents - page 6
	Compliance	Fully	Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
	Transport	Fully	PMI Carbon Footprint - page 27
	Overall	Fully	Environmental Responsibility - 25
<b>DMA LA</b>	<b>Disclosure on Management Approach LA</b>		
Aspects	Employment	Fully	Management Structure and Employees - page 7 GRI Grid
	Labor/management relations	Fully	Management Structure and Employees - pages 7 & 8 GRI Grid
	Occupational health and safety	Fully	Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
	Training and education	Fully	Management Structure and Employees - pages 7 & 8 Diversity - page 8
	Diversity and equal opportunity	Fully	Diversity - page 8
<b>DMA HR</b>	<b>Disclosure on Management Approach HR</b>		
Aspects	Investment and procurement practices	Fully	Economics - page 9
	Non-discrimination	Fully	Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
	Freedom of association and collective bargaining	Fully	Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
	Child labor	Fully	Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
	Forced and compulsory labor	Fully	Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
	Security practices	Fully	Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
	Indigenous rights	Fully	We do not believe that we have a large impact on Indigenous people groups but will continue monitoring.
<b>DMA SO</b>	<b>Disclosure on Management Approach SO</b>		
Aspects	Community	Fully	Community - page 23
	Corruption	Fully	Social Consciousness - page 20 Compliance and Verification - page 21
	Public policy	Fully	We do not participate in any lobbying or public policy formation.
	Anti-competitive behavior	Fully	We do not incorporate any practices that may prevent or reduce competition in the marketplace.

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
	Compliance	Fully	Compliance and Verification - page 21 Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
<b>DMA PR</b>	<b>Disclosure on Management Approach PR</b>		
Aspects	Customer health and safety	Fully	Innovation - page 18 Compliance and Verification - page 21
	Product and service labeling	Fully	We label all product parts with material classification and include information including care and use instructions with each product sold.
	Marketing communications	Fully	We follow all disclosure requirements in the markets in which we do business and are committed to being transparent and honest in our marketing and communication
	Customer privacy	Fully	We do not disclose information about our clientele base outside of the company
	Compliance	Fully	Compliance and Verification - page 21
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b>			
<b>Economic</b>			
<b>Economic Performance</b>			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Partially	Economics - page 8 and 9 We did not include information on the economic value retained as this is proprietary information
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	Economics - page 8 - The risks due to climate change have not been quantified. As raw materials, energy and water resources may be constrained in the future, we are taking steps to benchmark our use and plan on providing quantified data in future reports
EC3	Coverage of the organization's defined benefit plan obligations.	Not	We did not report this as it is proprietary information.
EC4	Significant financial assistance received from government.	Fully	We do not receive any assistance or funding from the government to support our business
<b>Market Presence</b>			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not	We did not report this as it is proprietary information.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Partially	We do utilize many locally-based suppliers in our areas of operation but cannot report on the proportion of spending as quantitative data regarding our budgeting and spending is proprietary information.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	All offices look locally first and then expand the search nationally. We leverage social media to draw from a national labor pool, to foster diversity, and acquire top talent. We also target recruiting agencies. In terms of the executive team, the hires were mostly local, one out of seven were not locally hired.
<b>Indirect Economic Impacts</b>			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Community - page 23
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	Economics - page 9

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
<b>Environmental</b>			
<b>Materials</b>			
EN1	Materials used by weight or volume.	Fully	3057 metric tons of non-renewable material and 181.44 metric tons of recycled material were used in the production of our products at PMI Joinease.
EN2	Percentage of materials used that are recycled input materials.	Fully	4.63% which was used in production at PMI Joinease.
<b>Energy</b>			
EN3	Direct energy consumption by primary energy source.	Fully	383.88 GJ of electricity was produced by a generator fueled with 2,781.73 gallons purchased of diesel and consumed at PMI Joinease.
EN4	Indirect energy consumption by primary source.	Fully	24,095.38 GJ of electricity was purchased and consumed by PMI Offices and PMI Joinease.
EN5	Energy saved due to conservation and efficiency improvements.	Not	We did not report this as data is not available.
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Not	We did not report this as it is proprietary information.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	Environmental Responsibility - page 24 Green Office Checklist - page 25
<b>Water</b>			
EN8	Total water withdrawal by source.	Fully	83,641 m3/year - 40,900 m3/yr is surface water and 42,471 m3/yr is from municipal water supplies for PMI Offices and PMI Joinease
EN9	Water sources significantly affected by withdrawal of water.	Not	We did not report this as data is not available.
EN10	Percentage and total volume of water recycled and reused.	Fully	Environmental Responsibility - page 24 KPIs for Water, Waste, and Materials - page 28
<b>Biodiversity</b>			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	Zero
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	Zero
EN13	Habitats protected or restored.	Not	We did not report this as data is not available.
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not	We did not report this as data is not available.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	Our operations do not affect any IUCN Red List species or national conservation list species.
<b>Emissions, Effluents and Waste</b>			
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	PMI Environmental Performance Indicators - page 26. 5,084 tons of CO2e - PMI Offices and PMI Joinease
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	PMI Environmental Performance Indicators - page 27 264.87 tons of CO2e - Shipment GHG Emissions and 359.84 tons of CO2e - Commuting GHG Emissions
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Partially	Green Office Checklist, recycling, composting, double sided printing, subsidizing public transportation. We did not include the reductions achieved as this data is not available.

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
EN19	Emissions of ozone-depleting substances by weight.	Fully	Zero
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	Zero
EN21	Total water discharge by quality and destination.	Not	We did not report this as data is not available
EN22	Total weight of waste by type and disposal method.	Partially	Our PMI Seattle and Shanghai offices produce .01 metric tons of hazardous waste and 1.58 metric tons of non-hazardous waste of which .01 metric tons are composted, .81 metric tons are recycled, and .76 metric tons are landfilled. PMI Joinease produced 2.18 metric tons of hazardous waste and 4.63 metric tons of non-hazardous waste. We do not have data on how waste at PMI Joinease is disposed of as it is handled through a contracted disposal firm. We will be collecting data in the future in order to report on progress on our waste related KPIs.
EN23	Total number and volume of significant spills.	Fully	Zero
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Fully	None
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Fully	None - municipal discharge at all locations
<b>Products and Services</b>			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	Environmental Responsibility - page 24 and 25
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully	At this time PMI does not have an end of life reclamation process in place but intends to implement this in the future. We do add recycle codes to our products where applicable.
<b>Compliance</b>			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	We have not been issued any fines.
<b>Transport</b>			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Fully	PMI Environmental Performance Indicators - page 27
<b>Overall</b>			
EN30	Total environmental protection expenditures and investments by type.	Not	We did not report this as it is proprietary information.
<b>Social: Labor Practices and Decent Work</b>			
<b>Employment</b>			
LA1	Total workforce by employment type, employment contract, and region.	Fully	Management Structure and Employees - page 7 and 8
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	Our offices experienced a turnover rate of ten percent while PMI Joinease experienced only six percent turnover in the reporting period. Of those that left our offices, four left from Seattle (5%), one from London (9%), six from Manila (43%), and six from Shanghai (12%). Of the seventeen that left, seven (5%) were male and 10 (6%) were female. In our Seattle office, two were between the ages 30-50 and two were over the age of 50. We have not tracked this information to date but will be reporting on this in our next report.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not	We did not report this as it is proprietary information.

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
<b>Labor/Management Relations</b>			
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	None - We recognize and respect the legal right of employees to the freedom of association and collective bargaining. Code of Conduct -website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	There is a four to six week notice period in our offices and a thirty days notice at PMI Joinease. This is not specified in collective agreements as our employees do not participate in collective agreements.
<b>Occupational Health and Safety</b>			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Not	We did not report this as data is not available.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	Fully	Injury Rate: Offices = None; PMI / Joinease = 1% Occupational diseases rate: Offices = None; PMI / Joinease = None Lost Day Rate: Offices = None; PMI / Joinease = 105 Absentee Rate: Offices = None; PMI / Joinease = <1% Report Fatalities in the reporting period: Offices = 0; PMI / Joinease = 0
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Flu Clinics, Wellness Health Fairs, and the Verite Joinease Program
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	We do not have any formal agreements with trade unions.
<b>Training and Education</b>			
LA10	Average hours of training per year per employee by employee category.	Partially	We support all of our employees participating in training programs but have not yet implemented a tracking system to report on how many hours of training is attended per year per employee by employee category but plan to track this and be able to report on it in the long term.
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	Management Structure and Employees - pages 7 and 8
LA12	Percentage of employees receiving regular performance and career development reviews.	Partially	All full time employees receive semi-annual reviews. We can not provide information on the percent of employees at PMI Joinease that receive regular performance reviews as this data is not available.
<b>Diversity and Equal Opportunity</b>			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	The Board of Directors is all non-minority, male, and over the age of 50. In management positions we have four in the 30-50 year age range and three over the age of 50. Two are female and five are male. One is a minority. In our offices worldwide, 44% of the employees are male, 56% are female. In our headquarter office, 15% of employees are members of a minority group.
LA14	Ratio of basic salary of men to women by employee category.	Partially	The ratio is equitable. We can not provide the exact ratio as this is proprietary information.
<b>Social: Human Rights</b>			
<b>Diversity and Equal Opportunity</b>			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Fully	100% - Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Fully	100% - Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	In our offices, employees are given one hour of training on these issues and in PMI Joinease employees are given two hours of training.
<b>Non-discrimination</b>			
HR4	Total number of incidents of discrimination and actions taken.	Fully	None
<b>Freedom of Association and Collective Bargaining</b>			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Fully	None - Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
<b>Child Labor</b>			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Fully	None - Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
<b>Forced and Compulsory Labor</b>			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Fully	None - Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
<b>Security Practices</b>			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	100%
<b>Indigenous Rights</b>			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	None
<b>Social: Society</b>			
<b>Community</b>			
S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Fully	Social Consciousness - page 21
<b>Corruption</b>			
S02	Percentage and total number of business units analyzed for risks related to corruption.	Fully	Compliance and Verification - page 21 All are analyzed - Code of Conduct - website - <a href="http://www.pmi-worldwide.com">http://www.pmi-worldwide.com</a>
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	100% of employees are trained on our policies and procedures concerning these issues
S04	Actions taken in response to incidents of corruption.	Not	We did not report this as it is proprietary information.
<b>Public Policy</b>			
S05	Public policy positions and participation in public policy development and lobbying.	Fully	None
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Fully	None
<b>Anti-Competitive Behavior</b>			
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	None

Profile Disclosure	Description	Reported	Cross-reference/Direct answer
<b>Compliance</b>			
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	None
<b>Social: Product Responsibility</b>			
<b>Customer Health and Safety</b>			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	Every product is assessed for health and safety impacts at the concept, engineering, pre-production stage, and production stages, and we include all health and safety information in care and use instructions to ensure consumer safety.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	None
<b>Product and Service Labeling</b>			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	We need to comply with all Food Contact Global Regulations, FTC guidelines, and ANSI standards. All of PMI products meet or exceed FDA, CSPC and other governmental regulations. Also, all PMI products comply with REACH requirements, and do not contain the 16 substances listed on the Substances of Very High Concern (SVHC) list released by the European Chemicals Agency (ECHA) on June 30th, 2008.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	None
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	PMI does not expressly measure customer satisfaction, however, we conduct 5-10 consumer and user related research programs every year. PMI uses both quantitative and qualitative research methodologies. Within these are included, but not limited to ethnographic connotation, one on one interviewing, product usability assessments, product preference studies, (both quantitative and qualitative). PMI administers up to five quantitative surveys per year to determine consumer and retailer preferences and desires.
<b>Marketing Communications</b>			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	PMI is in full compliance with FTC regulations and guidelines.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	None
<b>Customer Privacy</b>			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	None
<b>Compliance</b>			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	None