CSRHUB® Dashboard Starting Point

0 – 29	30-39	40-49	50-59	60-79	80-100
Low					High

NA = Rating or information not available. This can also be due to a company with only partial ratings. We do not provide an overall score for partially rated companies.

Enter The Company Or Companies You Want To Study

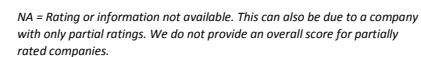1. Enter a company name, part of a company name, a ticker, or a brand in column B.
2. If the CSRHub name does not appear in column C, use the CSRHub name lookup tool (top menu, CSRHub…Company) to find the right text to put in column B.
3. Some sheets require selecting a single company to focus on. Mark your focus company with an "X" in column A.
4. Go to the Date Setup and Support tab below to adjust the date, if needed.

Top Line Summary	6 Companies	55	Average Overall	More instructions and examples are available online.	Ratings Date	2015/05

To Select for Focus Enter 1-5 (if applicable)	Enter Name, Ticker, or Brand	CSRHub Official Name		Industry	Country
5	apple	Apple Inc.	57	Communications Equipment Manufacturing	USA
2	Google	Google, Inc.	60	Advertising, Public Relations, & Related Services	USA
1	Amazon	Amazon.com, Inc.	41	Electronic Shopping and Mail-Order Houses	USA
4	WMT	Wal-Mart Stores, Inc.	51	General Merchandise Stores	USA
3	Alibaba	Alibaba Com Limited	50	Software & Internet	China
	Nokia	Nokia Corporation	69	Audio & Video Equipment Manufacturing	Finland

CSRHUB® Dashboard

Date Setup and Support Information

Use this password to unlock a sheet and change its formulas. Go to Home/Format/Unprotect to enter the password.

Unlock Password	csrhub		Means you can enter information into this cell

Enter dates in the format "MM/01/YYYY". All data sets are as of the first day of the month.
Your focus date will automatically be set equal to the latest available data date, unless you change it.

Your Focus Date	2015/05		Latest available data date:	5/1/2015
			Earliest available data date:	12/1/2008

If you need to set a starting date for a graph or table, put it here.

Start Date for Graph or Table	2013/12

Statistics for the Focus Data Set	
Average CSRHub overall rating	56.3
Number of rated companies in the set	15,159
Number of data sources available	369
Number of data sources used this month	162

How to Use a CSRHub Dashboard

More instructions & examples are available online.

1. Go to File, Options, Formulas and change your calculation options to manual.
   This will make it easier for you to get started with the Dashboard.   See Microsoft's instructions.
2. Enter your CSRHub username and password in the CSRHub Dashboard authorization dialog box.
3. Enter the names or ticker for the company or companies you want to study in the pink cells on the Enter Company Names sheet.
4. Put the date you would like to study into cell B11 on the Date Setup and Support sheet.
5. Enter the date you would like a chart or table to begin by putting a start date in cell B14.
6. Press F9 or "Calculate" in the lower left corner to update the sheet.
7. Review the results of your research in the other tabs in the file.

See answers to Frequently Asked Questions (FAQ) here.

If you experience a technical problem using your Dashboard, please contact CSRHub support . There are known problems with some network firewalls, but we may have a workaround to suggest.

How to Turn Your CSRHub Dashboard Into a PDF File

(Page size and settings have been optimized to print the width of a page in landscape mode.)

Direct Save to PDF From Excel

1. Choose File... Save As from the top menu tab.
2. Select Save as type… and choose PDF.

Printing from Excel to an Adobe PDF

1. Choose File…Print.
2. Choose "Adobe PDF" from the printer dropdown list.
3. Choose your print options from the dropdown list
   (one sheet, selected sheets, etc.).
4. Click the "Print" button at the top.

Additional Support Information

CSRHub Dashboard Version

Created with Version: 2.2
API code base last updated   8/18/2015
API version number   2.2

See samples of the available CSRHub Dashboards at:
www.csrhub.com/content/csrhub-dashboard-samples/

See the latest CSRHub Dashboard support information and instructions at:
www.csrhub.com/content/csrhub-dashboard-instructions/

Subscribe at www.csrhub.com for access to CSRHub Dashboard
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Dashboard created 2015-08-20

CSRHUB® Dashboard Top Level Scores

0 - 29 Low	30-39	40-49	50-59	60-79	80-100 High

Overall Information, Including Overall Ratings and Percentile Ranks

Ratings run 0-100 with 100 being best.

Ratings Date **2015/05**

Percentile ranks are relative to all companies or to those in the named group. Overall Average, Best Score and Worst Score relate to companies on this page only.

Average # of Sources for Overall Average, Best, and Worst Score		Overall Average	55	57	56	42.1%	38.4%	43.9%
	39	Overall Average	55	57	56	42.1%	38.4%	43.9%
	55	Best Score	69	64	57	95.8%	67.6%	96.4%
	12	Worst Score	41	53	54	2.6%	0.5%	0.0%

Basic Data

Company Name (From Enter Company Names Sheet)	# of Sources	Country	Primary Industry	Ratings			Percentile Ranks		
				Overall	Country Average	Industry Average	Overall	Vs Country	Vs Industry
Apple Inc.	50	USA	Communications Equipment Manufacturing	57	57	56	50.0%	48.5%	46.7%
Google, Inc.	48	USA	Advertising, Public Relations, & Related Services	60	57	57	65.4%	66.2%	63.2%
Amazon.com, Inc.	32	USA	Electronic Shopping and Mail-Order Houses	41	57	57	2.6%	0.5%	0.0%
Wal-Mart Stores, Inc.	55	USA	General Merchandise Stores	51	57	54	21.2%	16.2%	45.0%
Alibaba Com Limited	12	China	Software & Internet	50	53	57	17.9%	31.4%	12.0%
Nokia Corporation	37	Finland	Audio & Video Equipment Manufacturing	69	64	55	95.8%	67.6%	96.4%

CSRHUB® Dashboard Competitor Benchmark
Category & Subcategory Ratings (0-100, 100 = best)

Ratings Date **2015/05**

Legend: 0 - 29 Low | 30-39 | 40-49 | 50-59 | 60-79 | 80-100 High

	Community	Employees	Environment	Governance	Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Board	Leadership Ethics	Transparency & Reporting
Overall Average Rating	53	54	61	49	52	46	61	58	54	51	63	61	59	48	48	51
Best Rating	67	71	74	65	69	63	73	71	70	74	71	76	74	66	66	64
Worst Rating	41	39	47	36	35	36	51	44	39	29	48	49	44	40	37	31

Category Ratings / **Subcategory Ratings**

Company Name (From Enter Company Names Sheet)	Community	Employees	Environment	Governance	Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Board	Leadership Ethics	Transparency & Reporting
Apple Inc.	53	56	67	51	44	43	72	63	52	52	68	67	67	47	52	55
Google, Inc.	60	62	65	51	69	50	62	71	58	58	71	61	64	43	52	57
Amazon.com, Inc.	41	39	47	36	35	36	51	44	43	29	48	49	44	40	37	31
Wal-Mart Stores, Inc.	46	44	63	50	46	37	56	50	39	42	64	64	60	48	44	59
Alibaba Com Limited	52	55	51	41	57	48	52	51	61	53	54	49	49	47	38	38
Nokia Corporation	67	71	74	65	64	63	73	69	70	74	71	76	74	66	66	64

CSRHUB® Dashboard Competitor Benchmark

Category and Subcategory Percentile Ranks

Ratings Date **2015/05**

0 – 29 Low	30-39	40-49	50-59	60-79	80-100 High

	Community	Employees	Environment	Governance		Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Board	Leadership Ethics	Transparency & Reporting
Overall Average % Rank	34.7%	34.2%	52.5%	39.6%		40.1%	20.8%	53.9%	43.6%	33.2%	34.1%	64.3%	47.1%	50.3%	44.9%	34.2%	48.8%
Best % Rank	75.6%	76.1%	87.3%	81.8%		80.6%	66.5%	81.4%	72.0%	75.3%	81.9%	87.2%	86.8%	88.6%	80.3%	81.2%	80.9%
Worst % Rank	7.2%	5.8%	12.3%	10.8%		4.8%	4.8%	31.1%	16.0%	6.0%	3.1%	23.3%	17.7%	10.6%	29.3%	7.7%	9.1%

Category Percentile Ranks / Subcategory Percentile Ranks

Company Name (From Enter Company Names Sheet)	Community	Employees	Environment	Governance		Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Board	Leadership Ethics	Transparency & Reporting
Apple Inc.	30.3%	32.7%	71.1%	42.7%		15.9%	9.6%	79.6%	52.8%	23.6%	30.6%	79.7%	61.7%	72.0%	41.1%	43.6%	55.7%
Google, Inc.	54.6%	50.6%	65.1%	42.7%		80.6%	21.3%	56.9%	72.0%	38.2%	43.8%	87.2%	45.6%	62.5%	34.3%	43.6%	61.5%
Amazon.com, Inc.	7.2%	5.8%	12.3%	10.8%		4.8%	4.8%	31.1%	16.0%	9.2%	3.1%	23.3%	17.7%	10.6%	29.3%	7.7%	9.1%
Wal-Mart Stores, Inc.	13.1%	10.0%	59.0%	40.1%		19.8%	5.2%	41.6%	26.2%	6.0%	12.6%	68.3%	53.5%	48.7%	43.2%	20.4%	68.2%
Alibaba Com Limited	27.5%	30.2%	20.2%	19.3%		49.6%	17.3%	33.0%	28.1%	47.1%	32.7%	40.2%	17.7%	19.2%	41.1%	8.8%	17.3%
Nokia Corporation	75.6%	76.1%	87.3%	81.8%		69.8%	66.5%	81.4%	66.9%	75.3%	81.9%	87.2%	86.8%	88.6%	80.3%	81.2%	80.9%

CSRHUB® Dashboard Competitor Benchmark

Other Measures of Social Performance
(CDP Band and GRI Application Level are for the Most Recently Reported Year from 2012-2014)

	Brand Finance BSI	CDP 2012-14 Report?	Glassdoor	GRI 2012-14	Know the Chain	RepRisk	Reputation Quotient	CSR Web Area (Yes/No)
Average for This Measure			3.8			42.2	78.1	
Best Value			4.4			0.0	82.6	
Worst Value			3.4			62.0	66.0	
Company Name	Brand Finance BSI	CDP 2012-14 Report?	Glassdoor	GRI 2012-14	Know the Chain	RepRisk	Reputation Quotient	CSR Web Area (Yes/No)
Apple Inc.	AAA	Yes	3.9	Yes	Yes	62.0	82.5	Yes
Google, Inc.	AAA+	Yes	4.4	No		50.0	81.3	Yes
Amazon.com, Inc.	AAA-	No	3.4	No	Yes	58.0	82.6	Yes
Wal-Mart Stores, Inc.	AA	Yes	3.5	Yes	Yes	58.0	66.0	Yes
Alibaba Com Limited		No	3.6	No		0.0		Yes
Nokia Corporation	AA-	Yes	3.8	Yes		25.0		Yes

CSRHUB® Dashboard Personal Scores

0 - 29	30-39	40-49	50-59	60-79	80-100
Low					High

CSRHub allows its users to vary the weight assigned to each rating element via its profile tool. However, researchers and analysts may wish to set their own weights. This tool should make it easy. Just change the orange weight numbers in row 8 to assign your own weight to each of CSRHub's twelve subcategories. We suggest going in whole steps from 1 to 5 (as we do in our system). However, you can use a zero to "knock out" a subcategory or use any range that fits your needs. The readjusted overall rating is shown in column B, with the original CSRHub overall rating (based on the averge profile of CSRHub's users) in column D. Note that some companies will not have ratings for all twelve subcategories.

				Community			Employees			Environment			Governance		
Average Rating	55		55	52	61	46	58	54	51	63	61	59	48	48	51
Best Rating	68		69	69	73	63	71	70	74	71	76	74	66	66	64
Worst Rating	40		41	35	51	36	44	39	29	48	49	44	40	37	31
My Weight			1	2	4	1	0	1	5	2	1	1	0	5	

Ratings Date **2015/05**

Company Name	My Personal Overall	Number of Subcategories	Original Overall	Community Dev & Philanthropy	Product	Human Rights & Supply Chain	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Board	Leadership Ethics	Transparency & Reporting
Apple Inc.	58	12	57	44	72	43	63	52	52	68	67	67	47	52	55
Google, Inc.	60	12	60	69	62	50	71	58	58	71	61	64	43	52	57
Amazon.com, Inc.	40	12	41	35	51	36	44	43	29	48	49	44	40	37	31
Wal-Mart Stores, Inc.	54	12	51	46	56	37	50	39	42	64	64	60	48	44	59
Alibaba Com Limited	48	12	50	57	52	48	51	61	53	54	49	49	47	38	38
Nokia Corporation	68	12	69	64	73	63	69	70	74	71	76	74	66	66	64

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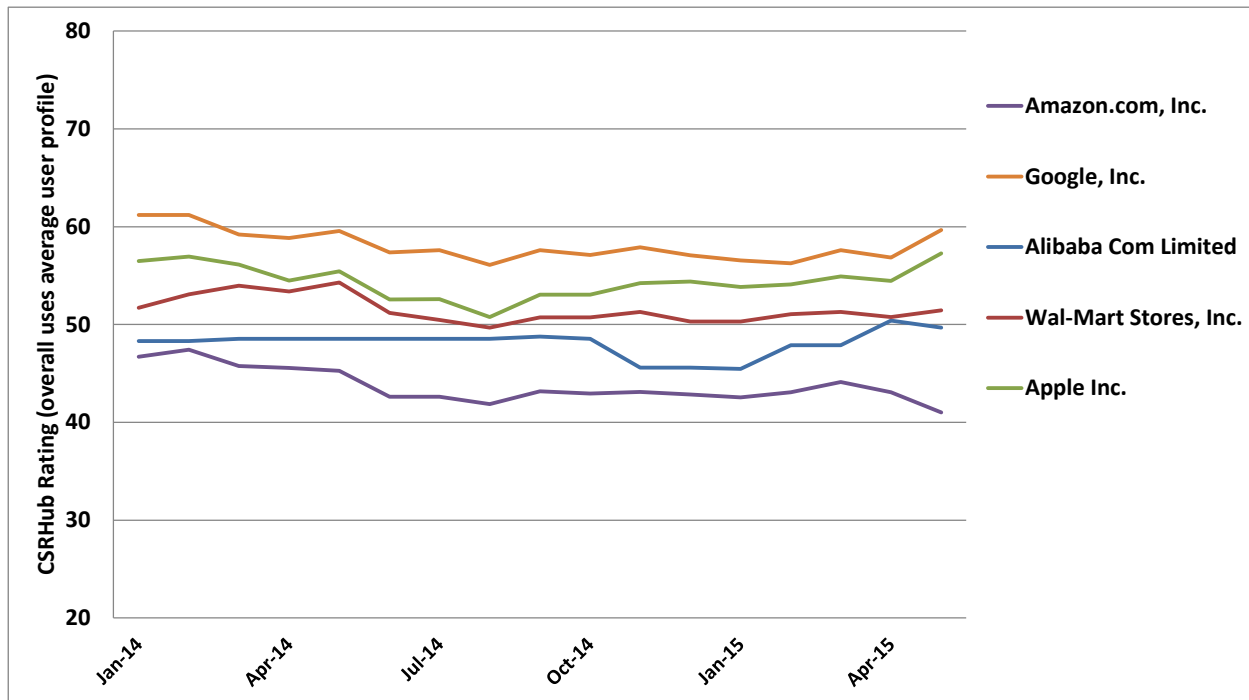Dashboard created 2015-08-20

CSRHUB® Dashboard Charts

Category:
Community

CSRHub Ratings Over Time for Amazon.com, Inc.
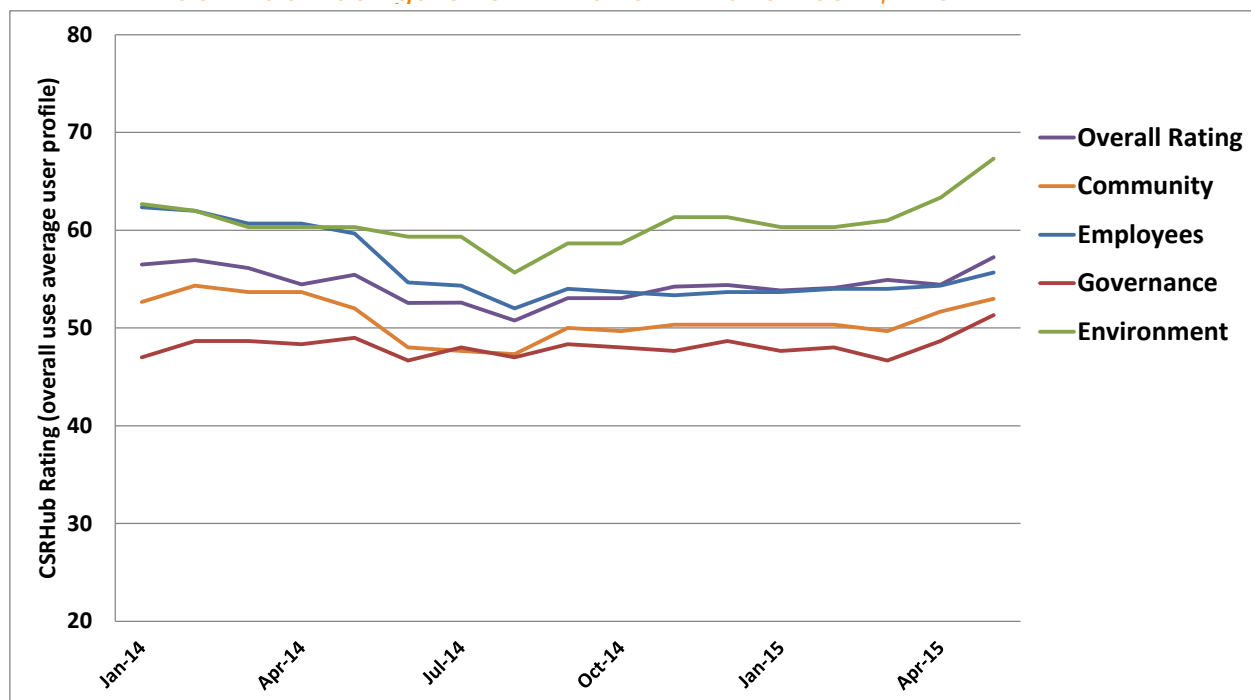
CSRHub Ratings Over Time for Five Selected Companies

CSRHub Rating (overall uses average user profile)

Legend:
- Amazon.com, Inc.
- Google, Inc.
- Alibaba Com Limited
- Wal-Mart Stores, Inc.
- Apple Inc.

X-axis: Jan-14, Apr-14, Jul-14, Oct-14, Jan-15, Apr-15

Y-axis: 20, 30, 40, 50, 60, 70, 80

CSRHub Community Category Ratings for Five Selected Companies

Y-axis: CSRHub Rating (overall uses average user profile)

Legend:
- Amazon.com, Inc.
- Google, Inc.
- Alibaba Com Limited
- Wal-Mart Stores, Inc.
- Apple Inc.