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 either a company name, part of a company name, or a brand in column B or enter a ticker into column C or enter an ISIN number into column D.
2. If the CSRHub name you want does not appear in column H, use the CSRHub name lookup tool (top menu, CSRHub…Company) to paste the right text company nar
3. The data in columns I to N should help you double check that you have the right name match. The name in column H is the one used automatically on other sheets.
4. If you need to lookup more than 30 companies, you can copy the formulas in row 44 down.
5. Use column A to store your internal identifier or version of the company name for later reference.
6. Choose Formulas from the top menu, then Calculate Sheet. This will allow our database to update the sheet. You can change the scope of search using the box starting in column P.
7. Enter your CSRHub site credentials (username/password) when directed.

Top Line Summary		6 Companies	Search scope parameters (see Column P)	0	0	0	More instructions and examples are available online.	Ways to Double Check the Name						
Internal ID (Optional)	Enter Name	Enter Ticker (No exchange code)	Enter ISIN	Simple Lookup (NA or blank = didn't work)	Ticker Lookup (NA or blank = didn't work)	ISIN Lookup (NA or blank = didn't work)	Best Guess (replace using name lookup tool when NA)	Country	City	Ticker	# of Sources	ISIN	Industry	Overall Ratings
	Novartis			Novartis AG	NA	NA	Novartis AG	Switzerland	Basel	NOVN	207	CH0012005267	Pharmaceutical & Medicine Manufacturing	61.9
	Apple Inc.			Apple Inc.	NA	NA	Apple Inc.	USA	Cupertino	AAPL	252	US0378331005	Computers & Peripherals	58.7
	Samsung Electronics Co			Samsung Electronics Company Limited	NA	NA	Samsung Electronics Company Limited	South Korea	Suwon	005930	144	KR7005930003	Semiconductor & Other Electronic Component Mfg.	59.3
		WMT		NA	Wal-Mart Stores, Inc.	NA	Wal-Mart Stores, Inc.	USA	Bentonville	WMT	268	US9311421039	Retail	56.7
			US0231351067	NA	NA	Amazon.com, Inc.	Amazon.com, Inc.	USA	Seattle	AMZN	176	US0231351067	Electronic Shopping and Mail-Order Houses	53.1
	Alibaba			Alibaba Com Limited	NA	NA	Alibaba Com Limited	China	Hangzhou City	9988	47	KYG017191142	Trading Companies	52.6
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
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				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
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				NA	NA	NA	NA				NA		NA	NA
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				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
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				NA	NA	NA	NA				NA		NA	NA
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				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA
				NA	NA	NA	NA				NA		NA	NA

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Controls for Fine Tuning Scope of Search

		Name	Ticker	ISIN
Set to include (I) or exclude (X) rated, partially rated, and/or unrated companies in your search	Fully Rated	I	I	I
	Partially Rated	I	I	I
	Not Rated	I	I	I

Changes in the settings above will change the search parameter in cells E11-G11

	Month	Year
Start Date	**April**	**2018**
End Date	**March**	**2021**

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Extract Data for a List of Companies

CSRHUB® Bulk Extract

Instructions:

1. **Company Names** are being pulled from the tab titled "Enter Company Names"; no further action required.
2. Click **Calculate** in the Bottom Left Corner.
3. Under the **CSRHub Menu** at the top of the Toolbar, Click "**Rebuild Data on This Sheet**".

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

More instructions and examples are available online.

Showing Data From	April 2018	To	March 2021

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.

<==GET RESULTS IN THESE CELLS==>

From "Enter Company Names" Cell A	From "Enter Company Names" Cell G	Overall Rating (April 2018)	Overall Rating (May 2018)	Overall Rating (June 2018)	Overall Rating (July 2018)	Overall Rating (August 2018)	Overall Rating (September 2018)	Overall Rating (October 2018)	Overall Rating (November 2018)
	Novartis AG	66	66	65	65	64	63	61	61
	Apple Inc.	62	62	61	62	62	60	59	59
	Samsung Electronics Company Limite	64	64	61	61	60	58	55	56
	Wal-Mart Stores, Inc.	56	56	56	56	57	56	55	55
	Amazon.com, Inc.	45	46	48	49	50	49	47	47
	Alibaba Com Limited	47	48	45	44	45	44	43	43
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Overall Rating (December 2018)	Overall Rating (January 2019)	Overall Rating (February 2019)	Overall Rating (March 2019)	Overall Rating (April 2019)	Overall Rating (May 2019)	Overall Rating (June 2019)	Overall Rating (July 2019)	Overall Rating (August 2019)	Overall Rating (September 2019)	Overall Rating (October 2019)
61	61	61	62	61	61	60	60	60	62	62
59	59	59	60	61	61	59	60	60	61	61
56	57	56	58	59	59	56	56	56	57	57
56	57	57	57	55	55	53	53	53	54	54
47	48	47	48	50	50	50	51	51	52	52
43	42	42	44	45	45	44	45	45	46	46

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Overall Rating (November 2019)	Overall Rating (December 2019)	Overall Rating (January 2020)	Overall Rating (February 2020)	Overall Rating (March 2020)	Overall Rating (April 2020)	Overall Rating (May 2020)	Overall Rating (June 2020)	Overall Rating (July 2020)	Overall Rating (August 2020)	Overall Rating (September 2020)
62	62	62	58	58	59	60	59	59	62	62
61	60	62	58	58	59	59	59	59	60	60
57	57	58	57	57	58	58	58	56	58	59
55	56	57	56	56	56	56	56	56	58	57
51	50	53	52	52	51	51	51	50	54	53
47	47	47	51	51	52	52	51	51	55	55

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Overall Rating (October 2020)	Overall Rating (November 2020)	Overall Rating (December 2020)	Overall Rating (January 2021)	Overall Rating (February 2021)	Overall Rating (March 2021)
62	62	62	63	63	62
61	60	60	60	60	59
61	60	60	61	60	59
57	58	58	58	57	57
53	53	54	55	54	53
55	53	53	53	53	53

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Extract Data for a List of Companies

CSRHUB® Bulk Extract

Instructions:

1. **Company Names** are being pulled from the tab titled "Enter Company Names"; no further action required.
2. Click **Calculate** in the Bottom Left Corner.
3. Under the **CSRHub Menu** at the top of the Toolbar, Click "**Rebuild Data on This Sheet**".

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

More instructions and examples are available online.

Showing Data From	April 2018	To	March 2021

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.

<==GET RESULTS IN THESE CELLS==>

From "Enter Company Names" Cell A	From "Enter Company Names" Cell G	Overall Percentile Rank (April 2018)	Overall Percentile Rank (May 2018)	Overall Percentile Rank (June 2018)	Overall Percentile Rank (July 2018)	Overall Percentile Rank (August 2018)	Overall Percentile Rank (September	Overall Percentile Rank (October	Overall Percentile Rank (November
	Novartis AG	97%	96%	96%	97%	94%	94%	91%	91%
	Apple Inc.	90%	90%	88%	92%	90%	90%	85%	84%
	Samsung Electronics Company Limite	93%	94%	88%	89%	87%	82%	72%	74%
	Wal-Mart Stores, Inc.	72%	73%	72%	76%	79%	77%	73%	73%
	Amazon.com, Inc.	20%	24%	41%	50%	52%	48%	31%	34%
	Alibaba Com Limited	29%	35%	22%	23%	27%	20%	10%	9%
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Overall Percentile Rank (December 2018)	Overall Percentile Rank (January 2019)	Overall Percentile Rank (February 2019)	Overall Percentile Rank (March 2019)	Overall Percentile Rank (April 2019)	Overall Percentile Rank (May 2019)	Overall Percentile Rank (June 2019)	Overall Percentile Rank (July 2019)	Overall Percentile Rank (August 2019)	Overall Percentile Rank (September 2019)	Overall Percentile Rank (October 2019)	Overall Percentile Rank (November 2019)
90%	94%	94%	93%	93%	93%	93%	93%	93%	94%	94%	94%
85%	90%	90%	90%	92%	92%	90%	92%	93%	91%	92%	92%
74%	82%	83%	86%	86%	86%	83%	80%	80%	81%	82%	83%
75%	83%	84%	83%	74%	74%	71%	71%	69%	70%	73%	75%
35%	45%	45%	47%	55%	54%	57%	61%	61%	62%	63%	62%
10%	13%	16%	25%	31%	31%	20%	28%	31%	36%	35%	40%

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Overall Percentile Rank (December 2019)	Overall Percentile Rank (January 2020)	Overall Percentile Rank (February 2020)	Overall Percentile Rank (March 2020)	Overall Percentile Rank (April 2020)	Overall Percentile Rank (May 2020)	Overall Percentile Rank (June 2020)	Overall Percentile Rank (July 2020)	Overall Percentile Rank (August 2020)	Overall Percentile Rank (September 2020)	Overall Percentile Rank (October 2020)	Overall Percentile Rank (November 2020)
94%	94%	89%	89%	91%	92%	91%	89%	93%	93%	94%	93%
91%	94%	89%	89%	90%	90%	89%	89%	87%	89%	90%	88%
82%	85%	85%	85%	87%	87%	88%	83%	82%	86%	89%	89%
78%	81%	83%	83%	82%	83%	83%	81%	80%	79%	80%	82%
56%	67%	69%	69%	65%	64%	63%	58%	62%	58%	59%	66%
43%	35%	62%	62%	67%	66%	62%	64%	70%	71%	70%	67%

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Overall Percentile Rank (December 2020)	Overall Percentile Rank (January 2021)	Overall Percentile Rank (February 2021)	Overall Percentile Rank (March 2021)		
94%	95%	94%	93%		
88%	88%	87%	86%		
89%	90%	87%	87%		
81%	80%	79%	80%		
68%	70%	68%	67%		
65%	65%	65%	65%		

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Extract Data for a List of Companies

CSRHUB® Bulk Extract

Instructions:

1. **Company Names** are being pulled from the tab titled "Enter Company Names"; no further action required.
2. Click on **Cell F11**. Under the **CSRHub Menu** at the top of the Toolbar, Click on "**Categories**", select desired category and click "**Paste in this Cell**".
3. Click **Calculate** in the Bottom Left Corner.
4. Under the **CSRHub Tab** at the top of the Toolbar, Click "**Rebuild Data on This Sheet**".

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

More instructions and examples are available online.

Showing Data From	April 2018	To	March 2021

Enter Category:	Employees

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.

<==GET RESULTS IN THESE CELLS==>

From "Enter Company Names" Cell A	From "Enter Company Names" Cell G	Employees Rating (April 2018)	Employees Rating (May 2018)	Employees Rating (June 2018)	Employees Rating (July 2018)	Employees Rating (August 2018)	Employees Rating (September 2018)	Employees Rating (October 2018)
	Novartis AG	75	74	73	74	67	67	65
	Apple Inc.	62	62	62	63	58	57	56
	Samsung Electronics Company Limited	70	69	64	64	57	56	54
	Wal-Mart Stores, Inc.	56	54	55	56	53	53	52
	Amazon.com, Inc.	47	47	52	53	51	50	49
	Alibaba Com Limited	51	53	49	49	45	44	43
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Employees Rating (November 2018)	Employees Rating (December 2018)	Employees Rating (January 2019)	Employees Rating (February 2019)	Employees Rating (March 2019)	Employees Rating (April 2019)	Employees Rating (May 2019)	Employees Rating (June 2019)	Employees Rating (July 2019)	Employees Rating (August 2019)
65	66	67	67	67	67	67	67	69	68
55	58	58	57	58	59	59	55	58	58
53	53	57	56	57	53	53	53	53	53
51	54	57	56	56	53	53	53	54	54
49	52	52	51	51	51	51	54	57	57
43	43	42	41	42	43	43	43	47	48

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Employees Rating (September 2019)	Employees Rating (October 2019)	Employees Rating (November 2019)	Employees Rating (December 2019)	Employees Rating (January 2020)	Employees Rating (February 2020)	Employees Rating (March 2020)	Employees Rating (April 2020)	Employees Rating (May 2020)	Employees Rating (June 2020)
69	68	68	68	67	61	61	62	63	62
58	57	57	57	58	52	52	53	53	51
51	52	52	52	54	51	51	54	55	55
54	54	55	55	56	55	55	56	56	56
56	55	55	54	56	53	53	54	53	52
48	48	49	50	50	50	50	50	50	49

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Employees Rating (July 2020)	Employees Rating (August 2020)	Employees Rating (September 2020)	Employees Rating (October 2020)	Employees Rating (November 2020)	Employees Rating (December 2020)	Employees Rating (January 2021)	Employees Rating (February 2021)	Employees Rating (March 2021)
61	64	63	63	64	65	65	66	65
51	52	52	53	52	52	52	53	53
52	51	54	54	56	56	55	56	56
54	56	54	54	55	55	55	56	56
51	53	50	50	52	52	51	52	52
50	51	51	50	49	49	49	51	51

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Extract Data for a List of Companies

CSRHUB® Bulk Extract

Instructions:

1. **Company Names** are being pulled from the tab titled "Enter Company Names"; no further action required.
2. Click on **Cell F11**. Under the **CSRHub Menu** at the top of the Toolbar, Click on "**Categories**", select desired category and click "**Paste in this Cell**".
3. Click **Calculate** in the Bottom Left Corner.
4. Under the **CSRHub Tab** at the top of the Toolbar, Click "**Rebuild Data on This Sheet**".

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

More instructions and examples are available online.

Showing Data From	April 2018	To	March 2021

Enter Category:	Community

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.

<==GET RESULTS IN THESE CELLS==>

From "Enter Company Names" Cell A	From "Enter Company Names" Cell G	Community Percentile Rank (April 2018)	Community Percentile Rank (May 2018)	Community Percentile Rank (June 2018)	Community Percentile Rank (July 2018)	Community Percentile Rank (August 2018)	Community Percentile Rank (September 2018)	Community Percentile Rank (October 2018)
	Novartis AG	81%	80%	75%	76%	69%	67%	61%
	Apple Inc.	54%	54%	51%	55%	47%	44%	39%
	Samsung Electronics Company Limited	79%	79%	75%	74%	67%	62%	51%
	Wal-Mart Stores, Inc.	54%	54%	47%	51%	47%	43%	35%
	Amazon.com, Inc.	12%	12%	11%	14%	15%	11%	8%
	Alibaba Com Limited	45%	46%	37%	36%	35%	32%	27%
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Community Percentile Rank (November 2018)	Community Percentile Rank (December 2018)	Community Percentile Rank (January 2019)	Community Percentile Rank (February 2019)	Community Percentile Rank (March 2019)	Community Percentile Rank (April 2019)	Community Percentile Rank (May 2019)	Community Percentile Rank (June 2019)	Community Percentile Rank (July 2019)	Community Percentile Rank (August 2019)	Community Percentile Rank (September 2019)	Community Percentile Rank (October 2019)	Community Percentile Rank (November 2019)
63%	58%	59%	66%	67%	62%	63%	62%	62%	62%	67%	72%	72%
39%	38%	46%	52%	55%	57%	57%	57%	59%	59%	60%	66%	64%
54%	57%	63%	70%	73%	73%	73%	70%	68%	70%	72%	74%	72%
37%	37%	46%	52%	55%	50%	50%	44%	42%	37%	41%	47%	54%
9%	9%	9%	13%	15%	18%	17%	18%	19%	19%	23%	27%	27%
30%	34%	37%	45%	45%	49%	49%	47%	46%	48%	49%	52%	56%

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Community Percentile Rank (December 2019)	Community Percentile Rank (January 2020)	Community Percentile Rank (February 2020)	Community Percentile Rank (March 2020)	Community Percentile Rank (April 2020)	Community Percentile Rank (May 2020)	Community Percentile Rank (June 2020)	Community Percentile Rank (July 2020)	Community Percentile Rank (August 2020)	Community Percentile Rank (September 2020)	Community Percentile Rank (October 2020)	Community Percentile Rank (November 2020)	Community Percentile Rank (December 2020)
72%	77%	77%	78%	77%	78%	79%	77%	85%	85%	88%	91%	91%
65%	69%	66%	68%	68%	67%	69%	66%	64%	68%	70%	73%	74%
70%	72%	71%	71%	72%	72%	72%	68%	70%	74%	78%	83%	84%
58%	65%	61%	65%	65%	62%	63%	61%	63%	64%	67%	73%	75%
26%	36%	42%	46%	38%	41%	42%	41%	43%	42%	49%	58%	61%
58%	57%	58%	61%	60%	59%	58%	62%	72%	72%	74%	74%	75%

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Community Percentile Rank (January 2021)	Community Percentile Rank (February 2021)	Community Percentile Rank (March 2021)
93%	89%	89%
71%	61%	60%
83%	74%	77%
75%	68%	67%
59%	50%	52%
74%	63%	63%

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Extract Data for a List of Companies

CSRHUB® Bulk Extract

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

Instructions:

1. **Company Names** are being pulled from the tab titled "Enter Company Names"; no further action required.
2. Click on **Cell F11**. Under the **CSRHub Menu** at the top of the Toolbar, Click on "**Subategories**", select desired subcategory and click "**Paste in this Cell**".
3. Click **Calculate** in the Bottom Left Corner.
4. Under the **CSRHub Tab** at the top of the Toolbar, Click "**Rebuild Data on This Sheet**".

More instructions and examples are available online.

Showing Data From	April 2018	To	March 2021

End Date: **March 2021**

Enter Subcategory:	Product

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.

<==GET RESULTS IN THESE CELLS==>

From "Enter Company Names" Cell A	From "Enter Company Names" Cell G	Product Rating (April 2018)	Product Rating (May 2018)	Product Rating (June 2018)	Product Rating (July 2018)	Product Rating (August 2018)	Product Rating (September 2018)	Product Rating (October 2018)	Product Rating (November 2018)
	Novartis AG	56	56	53	54	51	50	49	50
	Apple Inc.	58	59	56	57	53	53	52	52
	Samsung Electronics Company Limited	62	62	62	62	58	57	52	54
	Wal-Mart Stores, Inc.	50	50	46	48	45	45	43	44
	Amazon.com, Inc.	42	42	40	40	38	38	37	37
	Alibaba Com Limited	48	48	45	45	48	48	47	48
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Product Rating (December 2018)	Product Rating (January 2019)	Product Rating (February 2019)	Product Rating (March 2019)	Product Rating (April 2019)	Product Rating (May 2019)	Product Rating (June 2019)	Product Rating (July 2019)	Product Rating (August 2019)	Product Rating (September 2019)	Product Rating (October 2019)	Product Rating (November 2019)
50	47	46	45	43	43	43	44	44	46	47	47
51	51	50	50	52	52	52	51	51	51	53	52
54	54	53	52	51	51	51	51	52	52	52	51
43	45	44	44	43	43	42	42	39	39	41	43
36	36	35	35	36	36	35	36	36	36	37	37
48	46	46	45	47	47	46	48	48	48	49	49

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Product Rating (December 2019)	Product Rating (January 2020)	Product Rating (February 2020)	Product Rating (March 2020)	Product Rating (April 2020)	Product Rating (May 2020)	Product Rating (June 2020)	Product Rating (July 2020)	Product Rating (August 2020)	Product Rating (September 2020)	Product Rating (October 2020)	Product Rating (November 2020)
47	51	50	50	47	48	48	47	56	57	56	56
52	55	56	57	56	56	56	54	57	57	56	57
51	53	53	53	52	52	52	50	56	56	57	59
44	48	47	48	47	47	47	47	52	53	53	54
37	42	44	45	42	43	43	44	50	50	50	51
49	49	48	49	48	48	48	51	59	59	58	57

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Product Rating (December 2020)
57
57
59
55
52
57

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Extract Data for a List of Companies

CSRHUB® Bulk Extract

Instructions:

1. **Company Names** are being pulled from the tab titled "Enter Company Names"; no further action required.
2. Click on **Cell F11**. Under the **CSRHub Menu** at the top of the Toolbar, Click on "**Subategories**", select desired subcategory and click "**Paste in this Cell**".
3. Click **Calculate** in the Bottom Left Corner.
4. Under the **CSRHub Tab** at the top of the Toolbar, Click "**Rebuild Data on This Sheet**".

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

More instructions and examples are available online.

Showing Data From	April 2018	To	March 2021

End Date: **March 2021**

Enter Subcategory: **Diversity & Labor Rights**

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.

<==GET RESULTS IN THESE CELLS==>

From "Enter Company Names" Cell A	From "Enter Company Names" Cell G	Diversity & Labor Rights Percentile Rank (April 2018)	Diversity & Labor Rights Percentile Rank (May 2018)	Diversity & Labor Rights Percentile Rank (June 2018)	Diversity & Labor Rights Percentile Rank (July 2018)	Diversity & Labor Rights Percentile Rank (August 2018)	Diversity & Labor Rights Percentile Rank (September 2018)	Diversity & Labor Rights Percentile Rank (October 2018)
	Novartis AG	92%	93%	92%	95%	90%	87%	84%
	Apple Inc.	68%	68%	75%	79%	72%	69%	63%
	Samsung Electronics Company Limited	73%	73%	56%	56%	49%	47%	37%
	Wal-Mart Stores, Inc.	51%	45%	62%	68%	65%	60%	52%
	Amazon.com, Inc.	29%	26%	53%	58%	57%	54%	46%
	Alibaba Com Limited	34%	37%	41%	39%	35%	35%	21%
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Diversity & Labor Rights Percentile Rank (November 2018)	Diversity & Labor Rights Percentile Rank (December 2018)	Diversity & Labor Rights Percentile Rank (January 2019)	Diversity & Labor Rights Percentile Rank (February 2019)	Diversity & Labor Rights Percentile Rank (March 2019)	Diversity & Labor Rights Percentile Rank (April 2019)	Diversity & Labor Rights Percentile Rank (May 2019)	Diversity & Labor Rights Percentile Rank (June 2019)	Diversity & Labor Rights Percentile Rank (July 2019)	Diversity & Labor Rights Percentile Rank (August 2019)	Diversity & Labor Rights Percentile Rank (September 2019)	Diversity & Labor Rights Percentile Rank (October 2019)	Diversity & Labor Rights Percentile Rank (November 2019)
84%	83%	87%	89%	89%	88%	88%	89%	92%	92%	92%	93%	93%
64%	67%	69%	67%	67%	70%	69%	62%	69%	68%	69%	70%	71%
37%	30%	52%	56%	56%	42%	40%	35%	36%	35%	30%	39%	39%
52%	57%	71%	66%	67%	56%	56%	56%	59%	59%	58%	58%	60%
46%	51%	54%	51%	51%	51%	50%	59%	66%	65%	63%	63%	62%
21%	16%	16%	23%	24%	26%	27%	18%	34%	34%	34%	38%	40%

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Diversity & Labor Rights Percentile Rank (December 2019)	Diversity & Labor Rights Percentile Rank (January 2020)	Diversity & Labor Rights Percentile Rank (February 2020)	Diversity & Labor Rights Percentile Rank (March 2020)	Diversity & Labor Rights Percentile Rank (April 2020)	Diversity & Labor Rights Percentile Rank (May 2020)	Diversity & Labor Rights Percentile Rank (June 2020)	Diversity & Labor Rights Percentile Rank (July 2020)	Diversity & Labor Rights Percentile Rank (August 2020)	Diversity & Labor Rights Percentile Rank (September 2020)	Diversity & Labor Rights Percentile Rank (October 2020)	Diversity & Labor Rights Percentile Rank (November 2020)	Diversity & Labor Rights Percentile Rank (December 2020)
93%	91%	84%	85%	87%	88%	87%	85%	89%	90%	90%	92%	93%
71%	73%	61%	63%	62%	61%	57%	55%	55%	61%	62%	60%	58%
39%	49%	53%	54%	64%	65%	65%	51%	52%	66%	69%	73%	71%
62%	69%	61%	62%	67%	65%	64%	56%	60%	60%	60%	64%	63%
61%	70%	70%	71%	73%	71%	67%	64%	65%	58%	58%	59%	57%
42%	46%	39%	40%	39%	38%	37%	39%	42%	48%	41%	43%	42%

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Diversity & Labor Rights Percentile Rank (January 2021)
93%
58%
70%
63%
55%
41%

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