

**Committee on Mission Responsibility Through Investment (MRTI) of the Presbyterian Church U.S.A.  
Guideline Metrics - June 2019**

**KEY**

**Priority weighting scale:** 5 = high; 3 = medium; 1 = low  
**Company Scores:** 2 = company is actively implementing; 1= company partially implementing; 0 = no evidence of implementation  
**Weighted score:** priority weight \* company score

**Metrics**

**Environment**

1. Climate-related risks and opportunities identified over short, medium and long term (TCFD) (CA 100) 3
2. The impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning described (TCFD) (CA 100) 3
3. Business strategy in place to manage operations in manner consistent with limiting warming to 2 degrees Celsius (GA) (CA 100) 5
4. Business strategy in place and efforts made to limit temperature increase to 1.5 degrees Celsius (GA) (CA 100) 5
5. Scenario analysis and measurement, including risk assessment on demand and supply, within key business processes and investment decisions incorporated. (GA) (CA 100) 5
6. Puts an adequate internal price on carbon and uses this price to make decisions on long-term projects (GA 2018) (CA 100) (\*Footnote will be inserted explaining the carbon pricing overture from the GA and the TCFD recommendations on carbon pricing.) 5
7. Sets robust goals for reducing greenhouse gas emissions that include increase use of renewable energy sources (GA) (CA 100) 5
8. Evidence of energy efficient investments (GA) 3
9. Evidence of more rapid integration of new technologies designed to reduce the company's overall carbon footprint (GA) (CA 100) 5
10. Organization discloses metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process (TCFD) (CA 100) 3
11. Discloses Scope 1, Scope 2 and if appropriate, Scope 3 GHG emissions, and related risks (TCFD) (CA 100) 5
12. Describes the targets used to manage climate-related risks and opportunities and performance against targets. (TCFD) (CA 100) 3
13. Issues annual reports on the company's view of and response to material climate change risks and opportunities (GA) (CA 100) 5
14. Provides outlook on energy (GA) 3
15. Outlines how strategy can adjust for significant changes in demand for oil, gas and coal (GA) 3
16. Carbon intensity of proven and probable reserves (including breakeven oil price) categorized by nature of projects' environment (ultra-deep waters, oil sands, etc.) (GA) 3
17. **Water use:** 17a. Is water included in company's business strategy planning? 17b. What are water usage requirements for the company? 17c. Does the company operate in water-stressed areas? 17d. Are mitigation programs in place for efficient water use? 17e. Is the company using or developing water-efficient technology for operations? 1

**Companies Scored**

Priority weight	Chevron		Conoco Phillips		Duke		Exxon		Ford		GM		Marathon		Phillips 66		Valero		
	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	
	2	6	2	6	2	6	2	6	1	3	2	6	2	6	1	3	1	3	
	2	6	2	6	2	6	1	3	1	3	1	3	1	3	1	3	0	0	
	0	0	1	5	2	10	0	0	2	10	1	5	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1	5	2	10	2	10	1	5	1	5	2	10	1	5	1	5	1	5	
	1	5	2	10	1	5	1	5	0	0	1	5	0	0	0	0	0	0	
	1	5	1	5	2	10	1	5	2	10	2	10	0	0	0	0	0	0	
	2	6	1	3	2	6	1	3	2	6	2	6	1	3	2	6	1	3	
	1	5	2	10	2	10	1	5	1	5	2	10	2	10	2	10	2	10	
	2	6	1	3	2	6	1	3	2	6	2	6	2	6	1	3	1	3	
	1	5	1	5	1	5	1	5	2	10	2	10	0	0	0	0	0	0	
	1	3	1	3	1	3	0	0	2	6	2	6	0	0	0	0	0	0	
	1	5	2	10	1	5	1	5	2	10	2	10	1	5	0	0	0	0	
	2	6	2	6	1	3	2	6	2	6	1	3	2	6	2	6	1	3	
	2	6	2	6	1	3	1	3	2	6	2	6	1	3	1	3	1	3	
	1	3	1	3	0	0	1	3	1	3	1	3	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1	1	1	1	1	1	1	1	2	2	2	2	1	1	1	1	0	0	

**Metrics**

**18. Land and Biodiversity:**

- 18a. Do operations adversely impact biodiversity?
- 18b. Is there a corporate policy and risk management process in place concerning energy, land and biodiversity?
- 18c. Do operations lead to deforestation?

**19. Possible Supply Issues**

- 19a. Company evaluates impact of its products on the environment (MRTI)
- 19a. Company evaluates impact of its products on the environment (MRTI)

**20. Regarding Waste:**

- 20a. Company discloses management of hazardous materials/ waste.
- 20b. Solid waste reduction efforts are in place. (MRTI)

**Social**

- 1. Company has the following in place:

- a) Policy commitment to respect human rights; b) A human rights due diligence process to identify, prevent, mitigate, and account for how they address their impacts on human rights;
- c) Processes to enable the remediation of any adverse human rights impacts they cause or which they contribute (above from UN) ; d) Public commitment to prevent human trafficking and upholding human rights;
- e) Evaluation of impact of its products on human rights (MRTI)

- 2. Do operations distress neighboring communities and/or historically marginalized/ oppressed communities (often communities of color)? If so, what steps are taken to mitigate those impacts? (S&P) (GA) (\*Footnote will be added referencing the GA directive on environmental racism.)

- 3. Risk management program includes environmental and social impacts on neighbors (e.g., emissions' impact on local air quality, lending impact on local communities). (S&P) (GA)

- 4. Operations are considered from the perspective of their impact on local communities and society and employee safety. (S&P and MRTI) (GA)

- 5. Company regularly engages with customers to learn their needs and satisfaction. (S&P)

- 6. Do operations and/or products create reputational issues for the company? If so, how are those issues managed and mitigated? (S&P).

- 7. Does company participate in the Voluntary Principles on Security and Human Rights? <http://www.voluntaryprinciples.org/for-companies/>

- 8. Does company operate in conflict zones? (GA 2008)

- 9. Corporate Human Rights Benchmark 2017 score

- 10. Additional human rights concerns?

- 11. Company takes steps in terms of occupational health, safety, and wellbeing and the advancement, protection and enforcement of human rights, including suppliers (S&P).

- 12. Other comments

**Governance**

- 1. CEO to employee pay ratio: <http://www.payscale.com/data-packages/ceo-pay/full-list>

- 2. Clearly defines board and management governance processes that acknowledge the scientific evidence of climate change (GA) and importance of other social issues. (CA 100)

- 3. Ensures adequate oversight of climate change risk (GA) and human rights issues (CA 100)

- 4. Strategic implications of a transition to low carbon energy system (GA)

- 5. Board member analysis (MRTI) (includes board diversity) (CA100) \*(diversity refers to diversity of demographics, experience/expertise, and inclusion of domestic and international experience)

Priority weight	Chevron		Conoco Phillips		Duke		Exxon		Ford		GM		Marathon		Phillips 66		Valero	
	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score
1	2	2	1	1	2	2	2	2	2	2	2	2	0	0	1	1	0	0
1	2	2	2	2	2	2	2	2	2	2	1	1	2	2	2	2	2	2
1	1	1	1	1	1	1	1	1	2	2	2	2	1	1	1	1	1	1
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	2	2	2	2	2	2	1	1	1	1	0	0
5	1	5	1	5	1	5	0	0	2	10	1	5	0	0	1	5	0	0
5	1	5	1	5	1	5	1	5	1	5	2	10	1	5	1	5	1	5
5	1	5	1	5	1	5	1	5	2	10	1	5	1	5	1	5	1	5
1	1	1	2	2	1	1	2	2	2	2	2	2	0	0	1	1	2	2
1	1	1	1	1	1	1	0	0	0	0	1	1	1	1	0	0	1	1
1	2	2	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
3	info only		info only		info only		info only		info only		info only		info only		info only		info only	
1	info only		info only		info only		info only		info only		info only		info only		info only		info only	
1	info only		info only		info only		info only		info only		info only		info only		info only		info only	
1	1	1	1	1	2	2	1	1	2	2	1	1	2	2	2	2	1	1
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1	1	1	1	0	0	2	2	1	1
5	2	10	2	10	2	10	2	10	2	10	2	10	1	5	1	5	2	10
5	1	5	1	5	1	5	1	5	2	10	2	10	1	5	1	5	1	5
3	1	3	2	6	2	6	0	0	2	6	2	6	0	0	1	3	0	0
3	1	3	2	6	1	3	2	6	1	3	1	3	1	3	1	3	1	3

## Metrics

6. Engages constructively with public policymakers and other stakeholders [in support of cost-effective policy measures to mitigate climate change risks and support low-carbon investments] (GA)

7. Ensures there is broad oversight and transparency about the company's lobbying activity and political spending, including activity by trade associations to which the company belongs, on climate change and related energy and regulatory issues (GA), and other human rights and social issues. (CA100)

8. Company discloses positions on policy issues such as carbon pricing, renewable energy targets, and international negotiations on climate change (GA).

9. Company regularly engages with regulatory and other legal authorities to keep abreast of legal, regulatory and compliance developments. (S&P)

10. Relevant transparency (executive pay; drug pricing; spending on marketing vs R and D) (MRTI)

11. Company is transparent on which office to contact regarding environmental/ social concerns and includes contact information. (MRTI)

### Total Score

Priority weight	Chevron		Conoco Phillips		Duke		Exxon		Ford		GM		Marathon		Phillips 66		Valero	
	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score	Score	Weighted Score
3	1	3	1	3	1	3	1	3	1	3	1	3	0	0	0	0	0	0
5	0	0	1	5	1	5	0	0	2	10	1	5	1	5	1	5	1	5
3	2	6	2	6	0	0	1	3	1	3	2	6	0	0	0	0	0	0
1	1	1	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	2	2	1	1	1	1	2	2	1	1
3	0	0	0	0	0	0	0	0	1	3	0	0	2	6	1	3	0	0
		132.00	53.00	163.00	47.00	149.00	40.00	110.00	58.00	180.00	56.00	178.00	31.00	91.00	34.00	92.00	25.00	73.00

### Recommended score key

**Red:** Overall, company may have poor record of shareholder engagement, poor record on environmental, social and governance (ESG) issues. Company may or may not acknowledge importance of ESG issues. 0-100

**Orange:** Company acknowledges importance of ESG issues, may or may not adopt policies to address the issues. Has conducted some shareholder engagement or is open to it. May not have displayed much progress in shareholder engagement. 100-135

**Yellow:** Company may show more progress on shareholder engagement; may begin to implement ESG policy with programs/plans, goals and targets; develops metrics, starts measuring and disclosing information. 136-170

**Blue:** Good track record of shareholder engagement. Company benchmarks its progress against others in industry/sector; conducts independent verification of its data and operations. Policies, programs, goals and targets in place for ESG issues and regularly discloses information. 171-205

**Green:** Company showing great efforts on shareholder engagement; is actively addressing ESG issues and there are few concerns. Company's strategic focus leads to demonstrable positive impact 206-240

(Adopted from ICCR hierarchy of impact)