

DOMiNO Ventures ESG Due Diligence Questions

Area	Question	Answer
Environmental	What would you say your company's impact on the planet has been?	
	What metrics/targets/KPIs do you use and pursuit to track and assess your environmental impact?	
	What are the main sustainability/ESG risks that your company has in environmental aspect, including any possible unintentional negative adverse effects?	
	How are you reducing those risks? What future strategies do you have for mitigating risk?	
	Do you have any environmental sustainability-related policies, such as a possible code of conduct? If yes, could you please share how those are used?	
	What do you do to increase your stakeholders' awareness of environmental issues?	
Social	What would you say your company's impact on society has been?	
	What metrics/targets/KPIs do you use and pursuit to track and assess your social impact?	
	What are the main sustainability/ESG risks that your company has in social aspect, including any possible unintentional negative adverse effects?	
	How are you reducing those risks? What future strategies do you have for mitigating risk?	
	Do you have any social sustainability-related policies, such as a possible code of conduct? If yes, could you please share how those are used?	
	How is the culture, ethics, and values of your organization managed internally?	
	Which employee metrics—such as sick absence, engagement, turnover/retention, and eNPS—are monitored in your workplace?	
	How many employees do you currently have (at time of DOMiNO's investment)?	
	Do you have a multinational team? If yes, how many employee do you have with different nationalities?	
	What do you do to support your employees' personal growth and professional development?	
	What side benefits do your employees have?	
	What would you say about the current state of diversity in your company? What steps do you take in your organization to promote diversity and prevent prejudice?	
	How many female employees do you have?	
	What is the ratio of female employees to the total size of your team?	
How many female employees do you have in leadership positions?		
Governance	Which Sustainable Development Goals does your startup's value proposition resonate with?	
	How do you monitor compliance to internal policies, laws, and regulations?	
	Does your management team conduct regular (at least yearly) follow-ups on sustainability?	
	Do you publish any sustainability performance data on your website, in your annual report, or elsewhere else?	
	Briefly explain your internal guidelines and practices to guarantee correct payments, accurate representation, and so on.	
	Is there a person who is responsible for sustainability and compliance? If so, who?	
	How many advisors do you have? How many shares do they have, if they have any?	
	Throughout the period you have been in business, have there been any notable events concerning sustainability or ESG? (For instance, intimidation, health and safety, corruption, and transgressions of moral or ethical standards). If yes, how did the event get resolved?	

Date:

Company:

Name / position:

Signature: