



Company Report



GIIRS Ratings provide investors with rigorous, comprehensive, and comparable ratings of a company's social and environmental impact

Company Description

We manufacture and sell boneless fillets and surimi-based products to mainstream and ethnic markets in the USA.

Our Mission

We are a social and environmental impact company which seeks to positively impact the local community in which we operate by creating good jobs at good pay for non-traditional workers who need a second chance.

Company Profile Information

Company	Fin Gourmet
Market	Developed
Sector	Manufacturing
Revenue Range	\$0 - \$499,999
Size by employees	10-49
GIIRS Rating Date	04/13/2016
Validation Status	Rated
Year	2016

Impact Business Models (IBM) Rating

PLATINUM

The Impact Business Model Rating recognizes business models that are specifically designed to solve social or environmental problems through company products or services, target customers, value chain, ownership, or operations.

Impact Operations Rating

Rated

The Impact Operations Rating evaluates the impact of the business in how it operates. This is sometimes referred to as ESG or Environmental, Social, and Governance practices.

Overall Rating Summary

	IBM Rating	Operations Rating
	PLATINUM	Rated
Customers	N/A	
Community	PLATINUM	★★★★★
Environment	PLATINUM	★★★★★
Workers	N/A	★
Governance	N/A	★

Overall Score

128

A company's overall score and GIIRS Rating are representations of their performance on the B Impact Assessment. For more details on the company's score, see B Impact Report on page 3.

Company is a Certified B Corporation? **no**

Companies that earn an overall score of at least 80 on the assessment are eligible to become a Certified B Corp.

Learn more at www.bcorporation.net



Company
Fin Gourmet

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Overall Impact Business Models Medal

PLATINUM

Why did the company earn this Impact Models Rating?

Fin Gourmet has marketed the Asian Carp, an invasive species, as a viable food product in the United States. A majority of the company's employees are minorities or previously incarcerated individuals. The company also trains its small scale suppliers.


Impact Business Models Earned


Impact Area	Impact Business Model
Community	Workforce Development - Community Practices
	Supply Chain - Community Practices
Environment	Environmental Practices - Manufacturing
	Land/wildlife conservation - Environmental Products & Services


The Overall IBM Medal represents the sum of points earned based on the company's business models. Most businesses will have no IBM points, so any medal achieved in this section is indicative of exemplary performance. Note that a company can achieve a high overall medal either through strong performance on one or multiple business models.


Impact Area Descriptions


Metrics in the B Impact Assessment are divided into the five impact areas below. The weight given to a particular impact area in the company's overall score depends on the company's market, sector, size and business model. It is possible to attain a high score without needing to excel in all areas.

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Community
These questions cover the company's impact on external community stakeholders, including suppliers, distributors, the local economy and community, as well as the company's diversity, job creation, civic engagement and charitable giving practices and performance
- 

Customers
Questions tailored for a company which has made creating a product or service that generates positive impact on its customers core to its business.
- 

Environment
This Impact Area focuses on indirect and direct environmental impact of the company and its operations. It covers both practices employed to reduce environmental harm as well as to generate positive impact on ecosystems
- 

Workers
This Impact Area focuses on how the company treats its workers through its compensation practices, benefits, training, worker ownership, and work environment.
- 

Governance
This Impact Area focuses on issues related to a company's mission, stakeholder engagement, governance structure, controls, and overall transparency.



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B Impact Report

A company's overall score and GIIRS Rating are representations of their performance on the same set of standards, the B Impact Assessment. Below is the breakdown of the company's overall score based on its responses to the Assessment. Note: In some cases the goal scores may not add up exactly to the overall score. The difference is a result of how the B Impact Assessment distributes not applicable questions in scoring.

		Company Score	Market Benchmark (Median)
Overall Score		128	91
B Impact Report: Operations			
Impact Area	Market	Developed	Market Benchmark (Median)
Impact Area	Goal	Score	Market Benchmark (Median)
Community	Suppliers & Distributors	6.0	2.7
	Local Involvement	4.8	5.0
	Diversity	3.8	3.0
	Job Creation	5.3	1.8
	Civic Engagement & Giving	3.8	3.9
	Sum	23.7	16.4
Environment	Land, Office, Plant	2.7	3.2
	Inputs	4.9	1.8
	Outputs	1.5	1.1
	Transportation, Distribution & Suppliers	1.5	2.5
	Sum	10.6	8.6
Governance	Mission & Engagement	1.7	1.0
	Governance	0.1	1.2
	Anti-Corruption	1.5	1.1
	Transparency	1.5	2.4
	Sum	4.8	5.7
Workers	Compensation & Wages	3.7	4.7
	Worker Benefits	4.7	4.1
	Training & Education	2.0	0.8
	Worker Ownership	1.8	2.7
	Management & Worker Communication	1.4	2.6
	Human Rights & Labor Policy	0.0	0.3
	Job Flexibility/Corporate Culture	0.6	1.4
	Occupational Health & Safety	0.4	0.8
	Sum	14.6	17.4

B Impact Report: Impact Business Models

Impact Area	Market	Developed
Impact Area	Subcategory	Score
Community	Community Models	40.9
Environment	Environmental Practices Models	32.4

Disclosure Questionnaire

As part of the GIIRS rating process, the company filled out a disclosure questionnaire regarding fines, litigation, and issues typically covered in a negative screen. To learn more about that process, [click here](#). The company did not indicate it had any disclosure items on the questionnaire. To view the company's responses to each disclosure item, please log in to B Analytics.

GIIRS Ratings are the gold standard for impact measurement in impact investing. They are rigorous, comprehensive, and comparable ratings of a company or a fund’s social and environmental impact.

Methodology

The GIIRS Rating is powered by the B Impact Assessment. It measures the overall impact of a business on all of its stakeholders.

The B Impact Assessment has been accessed by over: **40,000** users in **57** countries in **176** industries.

B Impact Assessment Structure



Each company receives an overall score and two ratings; one for its impact models and one for its operations.

What is an Impact Model Rating?

The Impact Model Rating recognizes business models that are specifically designed to solve social or environmental problems through company products or services, target customers, value chain, ownership, or operations.

Models Rating	Overall	Community	Environment	Workers	Governance	Customers
BRONZE	0 to 22.8	0 to 10.7	0 to 11.3	0 to 10.4	0 to 2.5	0 to 14.3
SILVER	22.9 to 33.9	10.8 to 19.9	11.4 to 15	10.5 to 23	2.6 to 6.3	14.4 to 27.8
GOLD	34 to 48.2	20 to 28.8	15.1 to 26.7	23.1 to 28.1	6.4 to 7.5	27.9 to 43.4
PLATINUM	49+	29+	27+	29+	8+	44+

What is an Impact Operations Rating?

The Impact Operations Rating evaluates the impact of the business in how it operates. This is sometimes referred to "ESG" (or Environmental, Social and Governance) practices.

Operations Rating	Overall Score	By Impact Area	Community	Environment	Workers	Governance
Rated	0 to 57.7	★	0 to 15.5	0 to 5.8	0 to 18.1	0 to 5
		★★	15.6 to 19.6	5.9 to 8.2	18.2 to 22.1	5.1 to 6.5
★★★	57.8 to 64.6	★★★	19.7 to 23.4	8.3 to 11	22.2 to 25.6	6.6 to 8
★★★★	64.7 to 72.8	★★★★	23.5 to 28.4	11.1 to 14.8	25.7 to 29.5	8.1 to 10
★★★★★	73+	★★★★★	29+	15+	30+	10+