

THE LEADING VOICE

FOR CORPORATE RESPONSIBILITY AND SUSTAINABILITY

# 100 BEST CORPORATE CITIZENS

## 20TH ANNIVERSARY



2019



# 2019

RANK	COMPANY	SYMBOL	OVERALL WEIGHTED SCORE	EMPLOYEE RELATIONS	ENVIRONMENT	CLIMATE CHANGE	STAKEHOLDERS AND SOCIETY	HUMAN RIGHTS	ISS-ESG CORPORATE RANK	GOVERNANCE	FINANCIAL
1	OWENS CORNING	OC	84.97	42	47	31	6	1	1	346	116
2	INTEL CORP.	INTC	83.32	4	5	13	7	65	2	704	8
3	GENERAL MILLS, INC.	GIS	82.72	30	84	9	9	13	95	466	65
4	CAMPBELL SOUP CO.	CPB	80.84	143	36	101	11	12	96	34	110
5	HP, INC.	HPQ	80.69	41	71	1	41	76	97	35	140
6	MICROSOFT CORP.	MSFT	80.09	114	65	162	3	10	98	99	19
7	NIELSEN HOLDINGS PLC	NLSN	79.91	29	30	308	15	4	3	36	795
8	ECOLAB, INC.	ECL	79.81	18	24	153	58	9	57	347	658
9	GAP, INC.	GPS	78.01	16	49	140	80	11	151	194	762
10	CISCO SYSTEMS, INC.	CSCO	77.22	100	50	32	49	41	41	348	372

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11	FORD MOTOR CO.	F	77.19	11	25	156	119	16	129	268	209
12	CITIGROUP, INC.	C	77.16	70	7	23	2	2	257	452	184
13	HASBRO, INC.	HAS	77.13	9	42	94	144	3	280	467	520
14	ALTRIA GROUP, INC.	MO	77.02	91	43	60	32	7	321	468	71
15	CBRE GROUP, INC.	CBRE	76.87	165	72	114	8	75	4	2	760
16	JOHNSON & JOHNSON	JNJ	76.70	24	160	17	12	126	99	522	405
17	ABBVIE, INC.	ABBV	76.63	8	11	97	131	52	42	720	306
18	XYLEM, INC.	XYL	76.52	128	150	50	95	26	5	24	574
19	HEWLETT-PACKARD ENTERPRISE CO.	HPE	76.24	236	16	18	73	124	100	37	674
20	NEWMONT MINING CORP.	NEM	76.21	87	29	131	13	22	101	38	90
21	XEROX CORP.	XRX	76.10	139	18	54	28	56	102	39	502
22	3M CO.	MMM	75.98	175	12	45	56	77	103	334	314
23	ACCENTURE PLC	ACN	75.91	83	20	38	65	147	104	40	166
24	GENERAL MOTORS CO.	GM	75.83	55	56	47	10	17	322	826	66
25	BAXTER INTL INC.	BAX	75.70	5	21	44	93	162	6	878	517
26	MERCK & CO., INC.	MRK	75.45	3	13	119	138	72	43	827	160
27	CUMMINS, INC.	CMI	75.08	179	8	71	82	59	44	768	431
28	CVS HEALTH CORP.	CVS	74.90	132	73	62	33	58	105	453	823
29	NVIDIA CORP.	NVDA	74.87	57	74	36	29	259	7	539	98
30	HESS CORP.	HES	74.84	72	215	16	20	43	281	269	114
31	FMC CORP.	FMC	74.81	123	26	15	14	170	282	415	92
32	AT&T, INC.	T	74.76	78	41	74	42	168	106	349	281
33	VISA, INC.	V	74.74	92	97	296	25	19	8	140	146
34	COLGATE-PALMOLIVE CO.	CL	74.56	58	95	2	154	42	130	879	406
35	AIR PRODUCTS & CHEMICALS, INC.	APD	74.47	154	63	28	39	202	9	523	45
36	ADOBE, INC.	ADBE	74.44	97	75	39	168	49	10	469	135
37	HORMEL FOODS CORP.	HRL	74.32	13	37	122	1	176	258	470	456
38	EDWARDS LIFESCIENCES CORP.	EW	74.01	19	27	68	30	260	58	816	261
39	MEDTRONIC PLC	MDT	73.94	1	51	107	135	125	118	609	604
40	BALL CORP.	BLL	73.93	211	38	109	50	30	45	695	719

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41	ORACLE CORP.	ORCL	73.87	60	31	80	187	61	46	416	726
42	AVALONBAY COMMUNITIES, INC.	AVB	73.83	2	197	22	54	213	59	583	667
43	KELLOGG CO.	K	73.73	133	123	12	91	67	131	650	52
44	CIGNA CORP.	CI	73.66	26	98	40	72	354	11	297	716
45	DELL TECHNOLOGIES, INC.	DELL	73.50	73	99	10	269	39	12	726	892
46	BIOGEN, INC.	BIIB	73.46	104	219	3	143	171	13	335	555
47	CABOT CORP.	CBT	73.45	140	1	48	167	180	160	189	331
48	PROCTER & GAMBLE CO.	PG	73.36	215	93	8	136	53	132	350	434
49	SYMANTEC CORP.	SYMC	73.32	116	198	165	44	35	14	460	731
50	DOWDUPONT, INC.	DWDP	73.22	155	89	19	26	128	323	141	704
51	TEXAS INSTRUMENTS INC.	TXN	73.21	125	35	193	86	68	47	351	143
52	INTERNATIONAL FLAVORS & FRAGRANCES, INC.	IFF	73.19	156	67	25	102	80	133	352	688
53	EATON CORP. PLC	ETN	73.02	56	57	20	112	136	259	353	487
54	JOHNSON CONTROLS INTERNATIONAL PLC	JCI	72.89	219	68	17	21	177	48	610	770
55	CONOCOPHILLIPS	COP	72.64	157	92	136	5	28	283	611	70
56	PVH CORP.	PVH	72.32	25	17	190	88	32	324	471	883
57	UNITED PARCEL SERVICE, INC.	UPS	72.23	130	9	58	16	581	134	524	60
58	THE BANK OF NEW YORK MELLON CORP.	BK	72.09	115	124	41	116	122	119	685	587
59	WEYERHAEUSER CO.	WY	71.73	47	129	258	51	47	135	226	419
60	INGERSOLL-RAND PLC	IR	71.53	235	66	6	399	70	15	354	488
61	WASTE MANAGEMENT, INC.	WM	71.40	48	157	129	94	205	16	312	334
62	THE AES CORP.	AES	71.38	327	126	33	85	5	835	270	48
63	KIMBERLY-CLARK CORP.	KMB	71.33	170	10	72	185	166	107	759	467
64	BECTON, DICKINSON & CO.	BDX	71.32	141	6	88	158	194	49	880	653
65	PFIZER, INC.	PFE	71.30	289	44	24	145	18	108	714	447
66	SEMPRA ENERGY	SRE	71.28	105	64	172	130	45	161	355	53
67	BEST BUY CO., INC.	BBY	71.25	84	161	103	75	208	17	356	257
68	ABBOTT LABORATORIES	ABT	71.22	148	28	121	142	138	109	550	595
69	LOCKHEED MARTIN CORP.	LMT	71.18	44	149	65	4	192	325	618	102
70	PEPSICO, INC.	PEP	71.15	20	280	26	62	165	153	786	12

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71	THE HARTFORD FINANCIAL SERVICES GROUP, INC.	HIG	71.14	14	165	104	18	363	162	330	74
72	CAESARS ENTERTAINMENT CORP.	CZR	71.03	33	15	4	324	478	136	462	959
73	PRUDENTIAL FINANCIAL, INC.	PRU	71.00	12	100	163	23	146	522	195	498
74	THE COCA-COLA CO.	KO	70.98	23	365	73	57	66	154	686	156
75	BRISTOL-MYERS SQUIBB CO.	BMJ	70.75	53	199	59	161	60	50	905	482
76	AUTODESK, INC.	ADSK	70.70	324	101	93	103	179	18	41	11
77	THE MOSAIC CO.	MOS	70.63	27	48	158	59	352	163	405	162
78	NORTHROP GRUMMAN CORP.	NOC	70.33	7	213	55	78	134	326	760	29
79	AGILENT TECHNOLOGIES, INC.	A	70.02	227	22	149	225	141	60	220	681
80	ARCONIC, INC.	ARNC	69.78	102	130	130	40	31	260	959	94
81	WELLTOWER, INC.	WELL	69.71	117	317	123	105	79	164	42	199
82	HCP, INC.	HCP	69.64	74	154	160	122	397	61	43	632
83	YUM! BRANDS, INC.	YUM	69.55	171	202	117	36	15	903	313	69
84	BANK OF AMERICA CORP.	BAC	69.37	76	131	177	46	55	137	817	182
85	THE ALLSTATE CORP.	ALL	68.93	6	366	150	83	154	120	818	608
86	MONDELEZ INTERNATIONAL, INC.	MDLZ	68.76	389	203	66	192	6	138	890	621
87	THE CLOROX CO.	CLX	68.64	197	486	141	37	48	110	357	293
88	PHILIP MORRIS INTERNATIONAL, INC.	PM	68.62	307	120	7	141	81	155	344	181
89	MANPOWERGROUP, INC.	MAN	68.59	31	281	201	238	74	19	525	619
90	DELTA AIR LINES, INC.	DAL	68.36	210	70	216	22	258	165	213	47
91	THE GOLDMAN SACHS GROUP, INC.	GS	67.89	113	4	61	343	127	327	897	174
92	FREEPORT-MCMORAN, INC.	FCX	67.83	88	76	305	38	159	328	44	149
93	INTERNATIONAL BUSINESS MACHINES CORP.	IBM	67.81	182	94	178	171	33	51	612	403
94	CARNIVAL CORP.	CCL	67.77	43	19	118	177	383	139	227	429
95	APPLE, INC.	AAPL	67.76	251	52	30	385	291	111	3	296
96	WHIRLPOOL CORP.	WHR	67.70	166	268	124	67	23	166	965	714
97	NIKE, INC.	NKE	67.68	174	77	86	48	232	140	472	534
98	VERIZON COMMUNICATIONS, INC.	VZ	67.65	45	220	81	191	210	112	769	25
99	XCEL ENERGY, INC.	XEL	67.62	101	156	51	55	583	156	331	34
100	NRG ENERGY, INC.	NRG	67.57	111	158	5	117	395	836	113	126



# HOW WE RANK THE 100 BEST CORPORATE CITIZENS

BY THE EDITORS

Since 1999, the 100 Best Corporate Citizens has ranked the 1,000 largest U.S. companies for outstanding environmental, social and governance (ESG) disclosure and performance. Our ranking uses only information from publicly-available sources. There is no application or questionnaire and no cost to companies to participate or verify their information.

We believe transparency matters – to advance accountability, drive progress, build trust and raise standards. Over the 100 Best Corporate Citizens' 20-year history, corporate responsibility and sustainability has mainstreamed. Many ESG factors considered in the ranking have shifted from extraordinary disclosures to the norm. We welcome this progress.

In July 2019, we begin to engage corporate stakeholders and industry experts to evaluate the 100 Best Corporate Citizens methodology for 2020. We will strive to ensure the 100 Best Corporate Citizens remains a valuable benchmark tool for companies and ranking for various stakeholders. Please email questions and input to [100best@3blmedia.com](mailto:100best@3blmedia.com).

## METHODOLOGY

ISS-ESG – the responsible investment research arm of Institutional Shareholder Services – conducts all research and analysis of Russell 1,000 companies for the ranking.

Publicly-available sources reviewed include:

- All company websites
- Corporate reports: Annual, corporate responsibility and sustainability, 10-Ks, etc.
- Reputable third-parties, including: CDP, GRI, UN Global Compact, US EPA

## CHANGES FROM 2018 TO 2019

In 2017, ISS-ESG acquired IW Financial, which previously researched companies for the 100 Best Corporate Citizens. Methodology changes from 2018 to 2019 include:

- Streamlining the number of considered factors from 260 to 98.\*
- Removing factors that did not apply across industries and were redundant or overlapped to make the ranking more equitable across industries.
- Reducing a company's information-verification workload by making 95 percent of 100 Best Corporate Citizens factors a subset of ISS-ESG's QualityScore rating.
- Replacing the Philanthropy pillar with Stakeholders and Society to fairly examine a company's approach to its community and stakeholders.

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OF 100 BEST CORPORATE CITIZENS  
FACTORS AND SEE FAQs ABOUT  
OUR METHODOLOGY AND PROCESS.

- Shifting pillar weightings to better reflect a cross-industry ranking.
- Including the ISS-ESG Corporate Rating in the Governance pillar to assess a company's sustainability performance with regard to managing risks and seizing opportunities. It is a sector-based, materiality-focused rating using over 100 qualitative and quantitative ESG criteria on a 12-level scale.
- Including the ISS-ESG Controversy Assessment in the Governance pillar to provide information on the extent to which companies are involved in a range of controversial business areas and practices. If ISS-ESG identifies a Very Severe or Severe controversy, a company is penalized to places in the final rank and their weighted average is adjusted accordingly.

## 100 BEST CORPORATE CITIZENS – PILLARS, WEIGHTING AND FACTORS

PILLAR	WEIGHT (% OF TOTAL)	NUMBER OF FACTORS
CLIMATE CHANGE	18.0	27
EMPLOYEE RELATIONS	20.5	24
ENVIRONMENT	18.0	28
FINANCIAL	4.5	8
GOVERNANCE	7.5	10
GOVERNANCE: ISS-ESG: CORPORATE RATING	8.0	2
HUMAN RIGHTS	11.0	17
STAKEHOLDERS AND SOCIETY	12.5	18
<b>TOTAL</b>	100	134*

\*Several of the 98 factors have sub-factors, resulting in 134 total factors

## CALCULATING THE RANKING

THREE TYPES OF PILLAR INFORMATION			
	DISCLOSURE	POLICY	PERFORMANCE
EXAMPLE	DOES THE COMPANY DISCLOSE THE TOTAL AMOUNT OF ENERGY CONSERVED THROUGH ITS ENERGY CONSERVATION PROGRAMS?	DOES THE COMPANY APPLY THE SAME POLICY STANDARDS TO SUPPLIERS OR VENDORS?	WHAT IS THE TOTAL WATER USE?
TWO FORMS OF DATA			
	BINARY	NUMERIC	
	<ul style="list-style-type: none"> <li>· 'TRUE' COUNTS AS A POSITIVE VALUE</li> <li>· 'FALSE' AND BLANK FIELDS COUNT AS NEUTRAL WEIGHT</li> </ul>	<ul style="list-style-type: none"> <li>· NUMERIC VALUES COMPARE TO ALL OTHER COMPANY NUMERIC VALUES TO GENERATE A RANKING</li> <li>· NON-REPORTERS RANK WORSE THAN THE WORST NUMERICAL RESPONDENT IN ANY FACTOR</li> </ul>	

## PROCESS

- 1.) Weight each individual data element within a factor. Some factors have higher relative weights.
- 2.) Calculate the underlying score for each pillar, then rank the full Russell 1000 within that pillar in ascending order - 1 is the best rank.
- 3.) Apply the pillar weightings to generate an overall weighted average ranking for each company. The higher the weighted average, the better a company's ranking.

## TIE-GAPS

When several company scores tie, there is a gap between that score and the next closest score. For example, if two companies tie for the top rank, the company or companies that earned a second-place rank will place third. Second place is sacrificed for the tie-gap, so third is the next available rank after the tie-gap.