

The WikiRate Journey So Far

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WikiRate






A global collaboration to research corporate impacts.
Let's make companies better, together.

[Watch How WikiRate Works](#)[About WikiRate](#)[Learn More](#)

Research how
Companies perform

on important Topics

with diverse Metrics

| | | | |
|---|-------------------|----------------------|--------|
|  | | Google Inc. | |
| | | 64 | 0 |
| | | Metrics | Topics |
| Metric | | Value | |
|  | Scope 2 Emissions | 2014 = 1.25M tonnes | |
|  | Privacy Score | 2015 = 57.1 % | |
|  | CEO to Worker pay | 2015 = 0 :1 | |
|  | Scope 1 Emissions | 2014 = 41,373 tonnes | |

[Browse Companies](#)

Community



Nonprofits

- Support evidence-based campaigns
- Engage volunteers
- Develop metrics and ratings



Researchers

- Develop metrics and methodologies
- Collaborate in research groups
- Share and integrate datasets



Teachers and Students

- Coordinate team projects
- Engage with real data
- Contribute new findings



Companies

- Ensure accurate answers
- Communicate priorities
- Provide context

Inspire companies to perform better on topics and metrics important to you

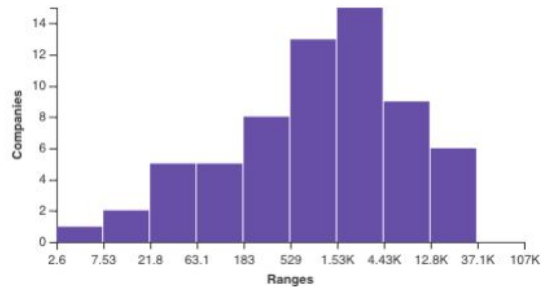
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Employee turnover (G4-LA1-b)

What is the total number of employees that left the organisation during the reporting period?

Year **Most Recent** Value **Researched** [more filter options](#)



| Companies | Values |
|---------------------------------|---------------------------------|
| FedEx | 2015 - 107,440 employees |
| Johnson Controls | 2014 - 37,096 employees |
| Fiat Chrysler Automobiles (FCA) | 2015 - 28,493 employees |
| America Movil | 2014 - 28,228 employees |
| PostNL | 2015 - 18,239 employees |
| KGHM Polska Miedz | 2014 - 18,168 employees |

[Details](#) [Discussion](#) [Projects](#) [Sources](#) [Scores](#)

Designed By



Global Reporting Initiative

Topics

[GRI](#) [G4-LA1](#) [G4-LA](#) [Governance](#) [Workers](#)
[SDG8: Decent Work and Economic Growth](#)

Metric Type **Researched**

Research Policy **Community Assessed**

Report Type **Corporate Social Responsibility Report**

Value Type Unit: employees Range:

About

This metric is based on the Global Reporting Initiative (GRI) G4 Guidelines. It covers one of the reporting requirements of Indicator [G4-LA1](#) - 'Total number and rates of new employee hires and **employee turnover** by age group, gender and region'. In addition this Indicator asks for the rate of new employees turnover/hires by age group, gender and region and total number and rate of employee hires during the reporting period, by age, gender and region.

GRI's **definition of employee turnover** is "employees who leave the organization voluntarily or due to dismissal, retirement, or death in service."

The number, age, gender, and region of new employee hires of the organization can indicate the organization's strategy and ability to attract diverse qualified employees. This information can signify the organization's efforts to implement inclusive recruitment practices based on age and gender, and the optimal use of available labor and talent in different regions.

A high rate of employee turnover can indicate levels of uncertainty and dissatisfaction among employees, or may signal a fundamental change in the structure of the organization's core operations. An uneven pattern of turnover by age or gender can indicate incompatibility or potential inequity in the workplace. Turnover results in changes to the human and intellectual capital of the organization and can impact productivity. Turnover has direct cost implications either in terms of reduced payroll or

| | | | | | |
|--|--|---|---|--|---|
| SDG1: No Poverty <div> 1 NO POVERTY  </div> <div> 11 Metrics 2 Companies </div> | SDG2: No Hunger <div> 2 NO HUNGER  </div> <div> 7 Metrics 5 Companies </div> | SDG3: Good Health and Well-being <div> 3 GOOD HEALTH AND WELL-BEING  </div> <div> 34 Metrics 593 Companies </div> | SDG4: Quality Education <div> 4 QUALITY EDUCATION  </div> <div> 9 Metrics 413 Companies </div> | SDG5: Gender Equality <div> 5 GENDER EQUALITY  </div> <div> 25 Metrics 440 Companies </div> | SDG6: Clean Water and Sanitation <div> 6 CLEAN WATER AND SANITATION  </div> <div> 27 Metrics 575 Companies </div> |
| SDG7: Affordable and Clean Energy <div> 7 AFFORDABLE AND CLEAN ENERGY  </div> <div> 13 Metrics 452 Companies </div> | SDG8: Decent Work and Economic Growth <div> 8 DECENT WORK AND ECONOMIC GROWTH  </div> <div> 63 Metrics 594 Companies </div> | SDG9: Industry, Innovation and Infrastructure <div> 9 INNOVATION AND INFRASTRUCTURE  </div> <div> 8 Metrics 229 Companies </div> | SDG10: Reduced Inequalities <div> 10 REDUCED INEQUALITIES  </div> <div> 15 Metrics 399 Companies </div> | SDG11: Sustainable Cities and Communities <div> 11 SUSTAINABLE CITIES AND COMMUNITIES  </div> <div> 8 Metrics 10 Companies </div> | SDG12: Responsible Consumption and Production <div> 12 RESPONSIBLE CONSUMPTION  </div> <div> 42 Metrics 596 Companies </div> |
| SDG13: Climate Action <div> 13 CLIMATE ACTION  </div> <div> 15 Metrics 481 Companies </div> | SDG14: Life Below Water <div> 14 LIFE BELOW WATER  </div> <div> 23 Metrics 586 Companies </div> | SDG15: Life on Land <div> 15 LIFE ON LAND  </div> <div> 21 Metrics 480 Companies </div> | SDG16: Peace, Justice and Strong Institutions <div> 16 PEACE, JUSTICE AND STRONG INSTITUTIONS  </div> <div> 22 Metrics 446 Companies </div> | SDG17: Partnerships for the Goals <div> 17 PARTNERSHIPS FOR THE GOALS  </div> <div> 3 Metrics 226 Companies </div> | |

“Together with WikiRate, we created a set of metrics that help us understand what companies do to ensure they source minerals responsibly — and we are engaging students from the UK, US and hopefully other parts of the world in populating these new metrics with actual data. This is very powerful not only because we generate valuable data for research and campaigning, but mostly because we engage people in a meaningful way, beyond sharing information or providing financial support. This new generation of tech-savvy activists will disrupt fundamentally the traditional engagement models.”

– Milena Marin, Senior Innovations Campaigner, Amnesty International



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Investigating Mineral Sourcing Practices

+status **Active**



+Organizer

 Amnesty International

+Topics

Conflict Minerals

Corporate Accountability

Sourcing

Supply chain

Transparency

+Description

Section 1502 of the Dodd-Frank Act introduced a legal requirement for companies that file with the U.S. Securities and Exchange Commission (SEC) to report on their due diligence to ensure that their sourcing of certain minerals does not fund armed groups in the Democratic Republic of the Congo (DRC). The publication of such reports represents an opportunity to increase corporate transparency, but to validate and realise this potential, the reports must be analysed.

We have defined a set of questions about how companies that produce electronic goods source the minerals required to produce those goods, and created metrics (on the right) to record the answers to those questions. **To contribute to this project**, choose a company from the list on the bottom-right of this page, click through to the research page for that company, and try to find the answers to each question in their Conflict Minerals Report(s).

Each metric has a methodology section which explains how the answer for a company should be determined and includes tips for finding answers quickly.

Please include comments that support the answers you're adding (e.g. by quoting from the source or explaining your reasoning). Good comments are very useful when checking answers or refining metrics.

Check out the following **example companies** to see how the project organisers have used these metrics:

[Xerox](#)

+Conversation

General Discussion for Investigating Mineral Sourcing Practices project



Add Conversation








Known Unknown Not Researched

20.6%

Researched

Of 847 potential records (7 Metrics x 121 Companies), 175 have been added so far.

Metrics

| Metric | Companies Researched |
|---|----------------------|
|  Conflict Minerals Report Category designed by Amnesty International | 95.0% 4.9 |
|  Uses OECD Standard Category designed by Amnesty International | 19.0% 80.9% |
|  Conducts Own Due Diligence Category designed by Amnesty International | 7.4% 92.5% |
|  Discloses Smelters and Refiners Category designed by Amnesty International | 18.1% 81.8% |
|  Identified Specific Risks Category designed by Amnesty International | 1.6% 95.0% |
|  Due Diligence beyond 3TG Category designed by Amnesty International | 100.0% |
|  Due diligence beyond DRC region Category designed by Amnesty International | 100.0% |

Companies

| Company | Metrics Researched | Research Company |
|--|--------------------|--------------------------|
|  Xerox | 71.4% 28.5% | Research |
|  Teradata | 71.4% 28.5% | Research |
|  Alcoa Inc. | 71.4% 28.5% | Research |
|  Tesla Motors | 71.4% 28.5% | Research |



Create Impact with WikiRate

Research Groups



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Search

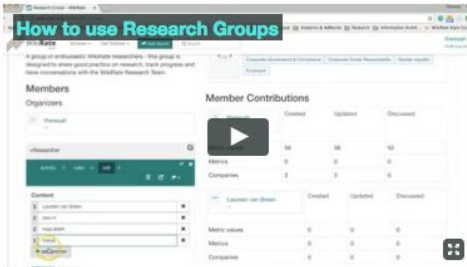
Join

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+description

Watch the tutorial video on adding yourself to the Research Group:



If you have any questions throughout your research, it's helpful to consult peers. Additionally, you can add a Conversation through your specific GIBS Project research page.

Members

Organizers



Gordon Institute of Business Science (GIBS) University of Pretoria



Morris Mthombeni

Researchers



Morris Mthombeni

Group Contributions

Metrics Designed

0 results

Projects Organized



GIBS Cohort 3: Corporate Environmental Performance

Active| organized by GIBS 2017 - Demonstrating Leadership through Reporting
77 Companies, 30 Metrics |

41.5% 53.2% 94.7%

Africa Corporate Social Responsibility Environment SDGs



GIBS Cohort 4: Corporate Social Performance

Active| organized by GIBS 2017 - Demonstrating Leadership through Reporting
78 Companies, 31 Metrics |

39.7% 32.5% 72.6%

Africa Corporate Social Responsibility SDGs



GIBS Cohort 2: Corporate Social Performance

Active| organized by GIBS 2017 - Demonstrating Leadership through Reporting
73 Companies, 31 Metrics |

45.1% 49.3% 94.4%

Africa Corporate Social Responsibility SDGs



GIBS Cohort 1: Corporate Environmental Performance

Active| organized by GIBS 2017 - Demonstrating Leadership through Reporting
77 Companies, 30 Metrics |

40.9% 52.8% 93.8%

Africa Corporate Social Responsibility Environment SDGs

Member Contributions



Morris Mthombeni

Created

Updated

Discussed

Metric values

0

0

0

Metrics

0

0

0

Companies

0

0

0

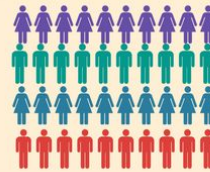
WIKIRATE

Feb 2017 Counts:
Users, Metrics & More

SINCE ITS LAUNCH,

1,560 ACCOUNTS

1,314 since 01
February 2017 = 19%
increase



METRICS 716

GRI, HESA, STARS, and
other standards-based
metrics with...



...values that have been
researched by students &
volunteers with...

METRICS VALUES

196,083



32,330

SOURCES

Corporate Social Responsibility
Reports, Conflict Minerals Reports,
Modern Slavery Statements, and
other public resources

LET'S MAKE COMPANIES BETTER, TOGETHER!