



B CORP READINESS SELF ASSESSMENT

Is your business ready?

realisechange.ca

REALISE CHANGE

HELLO!



KATHRYN ANDREWS

Trained B Consultant | Fractional Operations

It's great to see you here and I hope that you find this B Corp Readiness Self Assessment both useful and informative.

This document will give you an overview of how your company is currently doing versus the new standards (V2.1) expectations and highlight a few focus areas for your company to work on.

Whilst it is recommended that you complete this online, we know that many will be downloading and printing this document, so this has been developed with printing in mind.



REALISE CHANGE

HOW TO USE THIS SELF ASSESSMENT

Use this short readiness checklist to find out if your business is aligned with the updated 2025 B Corp certification requirements — and where to focus next. This tool is ideal for purpose-driven businesses eager to lead with people, planet, and profit.

This document is for illustrative purposes only. It is in no way a guarantee of B Corp Certification. In order to certify, the Client must undertake an independent assessment review conducted by the Certification and Verification Team at B Lab Inc., a part of B Lab Inc. The provider of this document has no influence over certification outcomes for any company.

FOUNDATION REQUIREMENT QUESTIONS

Foundation requirement questions are the very first step for *all* companies and must be completed based on the actual company situation, rather than aspirational.

When completing the B Impact tool online, you will be asked a number of questions that relate to the B Corp certification requirements, as well as identifying the right assessment track for your company.

The questions in this self-assessment are similar to what you will find in the B Impact, and are intended to provide you with an overview of the key areas to support you in understanding how closely your company currently aligns with the B Corp certification criteria. Completing this checklist does not assure compliance, nor guarantees certification.



Image courtesy of B Lab

FOUNDATION REQUIREMENTS (FR)

SELF ASSESSMENT

Foundation Requirements

| | | YES | NOT SURE | NO |
|----|--|-----|----------|----|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| 1 | Is your business a <i>for-profit</i> entity that's been operating for <i>at least 12 months</i> ? | | | |
| 2 | Is your company 'complete and distinct' from any parent company, affiliate or franchise? i.e. is your company free to make strategic decisions such a purchasing, marketing, employment, etc? | | | |
| 3 | Has your company adopted (or is it willing and able to adopt) a stakeholder governance model into it's legal documents (i.e Articles of Association)? | | | |
| 4 | Does your company comply with local and national laws and regulations? | | | |
| 5 | Will your company commit to sharing complete and accurate information, including evidence when required, to B Lab? | | | |
| 6 | Will your company agree to be publicly transparent about their certified B Corp results? | | | |
| 7 | Will your company agree to create a risk profile and meet any additional sub requirements deemed necessary by B Lab? | | | |
| 8 | Is your company generating the majority of it's revenue from a competitive market? | | | |
| 9 | Is less than 1% of revenue generated from ' controversial industries ' such as private prisons, pornography, gambling, fossil fuels?* | | | |
| 10 | Is it correct that none of your clients operate in potentially controversial industries ? (i.e. private prisons, gambling, pornography, fossil fuels?)* | | | |

Have you responded 'yes' to questions 1 – 8? If not, stop here and consider what you need to do to respond 'yes' to all 8.

**Questions 9 & 10.

These question relates to '[controversial industries](#)'. It is recognised that some businesses will operate or have clients in these industries. B Lab will want to know more details about your operations and client base, which ultimately leads to additional requirements around your certification. In some instances, they may decide that you cannot certify but this is decided on a case by case basis.

Getting stuck? Set up a [free discovery call](#) with us

IMPACT AREA QUESTIONS

Once you've met the foundation requirements and your track is confirmed in the B Impact tool, you'll move on to the next step: answering questions across 7 key impact areas that apply to your business.

These areas cover how your company looks after its people, how it operates in and supports the local community, the environment, and how your business is run. B Lab's new standards are designed to make it clear what it means to be a truly responsible, purpose-driven business. By taking meaningful action in each area, your company will show its commitment to doing business that benefits people and the planet, not just profit.

The questions in this self-assessment are similar to what you will find in the B Impact, and are intended to provide you with an overview of the key areas to support you in understanding how closely your company currently aligns with the B Corp certification criteria. Completing this checklist does not assure compliance, nor guarantees certification.



Image courtesy of B Lab

SELF ASSESSMENT

Impact Areas


| | | SORT YES OF NO | | |
|--|---|-------------------|------------|-------------|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| Purpose and Stakeholder Governance (PSG) | | 2 Points | 1 Point | 0 Points |
| 1 | Does your company have a clear, public purpose (social purpose) that creates a positive impact on people and/or the planet? | | | |
| 2 | Does your company have a mechanism to include stakeholder needs in it's decision-making? | | | |
| 3 | Does your company have a publicly available grievance procedure for stakeholders to raise grievances and seek resolutions? | | | |
| 4 | Does your company track grievances and have assigned accountability for resolving them? | | | |
| 5 | Does your company have clear standards for responsible marketing and public relations? | | | |
| 6 | Does your company actively monitor and measure performance on social, stakeholder and environmental areas? | | | |
| 7 | Is your company transparent about its impact and achievements against it's purpose? | | | |
| | | | | |
| | Count the number of ticks in each column and times by the number of points they're worth to get your score → PSG Score | | | |

Notes:

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

SELF ASSESSMENT

Impact Areas


| | | YES | SORT OF | NO |
|---|--|-------------|------------|-------------|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| | Fair Work (FW) – applies to companies with workers (FTEs) | 2 Points | 1 Point | 0 Points |
| 1 | Does your company offer a safe and fair working conditions for all workers across your organisation? | | | |
| 2 | Does your company give all employees a signed offer letter or employment contract? | | | |
| 3 | Is your company transparent about how it sets wages and benefits that workers are entitled to? | | | |
| 4 | Does your company have a policy to not request wage histories from applicants? | | | |
| 5 | Has your company implemented fair wage practices for all workers, including its lowest-paid? | | | |
| 6 | Does your company have feedback mechanisms for employees about decisions that impact them? | | | |
| 7 | Does your company act on the feedback it receives? | | | |
| 8 | Does your company track its culture and have a plan to continuously improve? | | | |
| | | | | |
| | Count the number of ticks in each column and times by the number of points they're worth to get your score  FW Score | | | |

Notes:

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

SELF ASSESSMENT

Impact Areas

| | | YES | SORT OF | NO |
|---|--|-------------|------------|-------------|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| | <i>Justice, Equity, Diversity & Inclusion (JEDI)</i> | 2 Points | 1 Point | 0 Points |
| 1 | Is your company actively building inclusive hiring and advancement practices? | | | |
| 2 | Does your company choose JEDI actions based on stakeholder feedback? | | | |
| 3 | Does your company publicly commit to JEDI principles? | | | |
| 4 | Does your company provide JEDI training for all workers, especially management to improve their knowledge and understanding? | | | |
| 5 | Has your company reviewed it's policies through a JEDI lens? | | | |
| 6 | Does your company ensure that internal communications are inclusive and accessible? | | | |
| 7 | Is your company's website accessible for all? | | | |
| 8 | Does our company have a JEDI action plan that it shares publicly? | | | |
| | | | | |
| | Count the number of ticks in each column and times by the number of points they're worth to get your score  JEDI Score | | | |

Notes:

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

SELF ASSESSMENT

Impact Areas

| | | SORT YES OF NO | | |
|--------------------------|---|-------------------|------------|-------------|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| <i>Human Rights (HR)</i> | | 2 Points | 1 Point | 0 Points |
| 1 | Has your company publicly committed to respecting human rights? | | | |
| 2 | Does your company have a public human rights policy? | | | |
| 3 | Does your company assess any possible human rights impacts related to potential clients? | | | |
| 4 | Does your company have formalised practices for mitigating human rights issues related to potential clients? | | | |
| 5 | Does your company assess any potential human rights impacts as part of it's procurement processes? | | | |
| 6 | Does your company have formalised practices for mitigating human rights issues related to potential clients or suppliers? | | | |
| 7 | Does your company have a process for increased due diligence for operations in conflict-affected situations? | | | |
| | | | | |
| | Count the number of ticks in each column and times by the number of points they're worth to get your score → HR Score | | | |

Notes:

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

SELF ASSESSMENT

Impact Areas


| | | SORT YES OF NO | | |
|----------------------------|---|-------------------|------------|-------------|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| <i>Climate Action (CA)</i> | | 2 Points | 1 Point | 0 Points |
| 1 | Does your company have a publicly accessible climate action plan? | | | |
| 2 | Has your company made progress against its climate goals and evaluated how effective the goals set, are? | | | |
| 3 | Does your company publicly disclose it's climate access progress? | | | |
| 4 | Does your company regularly review it's plan and make adjustments? | | | |
| 5 | Are senior management committed to progressing the climate action plan? | | | |
| 6 | Have resources been committed to the climate action plan? | | | |
| | | | | |
| | Count the number of ticks in each column and times by the number of points they're worth to get your score → CA Score | | | |

Notes:

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

SELF ASSESSMENT

Impact Areas

| | | YES | SORT OF | NO |
|---|---|-------------|------------|-------------|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| | <i>Environmental Stewardship & Circularity (ESC)</i> | 2 Points | 1 Point | 0 Points |
| 1 | Does your company monitor its energy use? | | | |
| 2 | Does your company monitor its water consumption and withdrawal? | | | |
| 3 | Has your company conducted a materiality assessment? | | | |
| 4 | Has your company identified the top three areas of operations creating the largest environmental impact? | | | |
| 5 | Does your company have plans and measurable goals to reduce emissions, waste and water use? | | | |
| 6 | Does our company assess the potential negative environmental impacts of potential organizational clients or projects? | | | |
| 7 | Does our company consider environmental impact in it's procurement decision-making? | | | |
| | | | | |
| | Count the number of ticks in each column and times by the number of points they're worth to get your score  ESC Score | | | |

Notes:

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

SELF ASSESSMENT

Impact Areas

| | | YES | SORT OF | NO |
|--|---|-----------------|----------------|-----------------|
| | <i>Tick the relevant box that applies to your current situation</i> | ✓ | | |
| Government Affairs & Collective Action (GACA) | | 2 Points | 1 Point | 0 Points |
| 1 | Does your company have a public policy on responsible lobbying? | | | |
| 2 | Does your company share any lobbying positions and political contributions every year (even if to say that there have been none)? | | | |
| 3 | Does your company take part in any collective action to advance social or environmental impacts? | | | |
| 4 | Does your company publicly advocate for any social or environmental impact improvements? | | | |
| 5 | Does your company contribute to external research to advance social or environmental impacts (in-kind or otherwise)? | | | |
| 6 | Does your company collaborate with multiple stakeholders to advance social or environmental impacts? | | | |
| 7 | Does your company use its public platforms to promote social and environmental improvements? | | | |
| | | | | |
| | Count the number of ticks in each column and times by the number of points they're worth to get your score → GACA Score | | | |

Notes:

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

SELF ASSESSMENT

Readiness Score

Use this space to capture your scores for each Impact Area using this methodology:

Each yes is 2 points, each sort of is 1 point and every not yet is 0 points

| <i>Impact Area Score</i> | | <i>Score</i> |
|--------------------------|--|--------------|
| 1 | Purpose & Stakeholder Governance | |
| 2 | Fair Work | |
| 3 | Justice, Equity, Diversity and Inclusion | |
| 4 | Human Rights | |
| 5 | Climate Action | |
| 6 | Environmental Stewardship & Climate Action | |
| 7 | Government Affairs & Collective Action | |
| | | |
| | Total Impact Score | |

Your Score

Wherever your score lands, it's important to remember that by completing this checklist, you're already taking an important step toward building a business that leads with purpose.

75 - 100: Ready, set, go!

50 - 74: Almost there

49 or less: Keep going

These questions are for illustrative purposes only. Please note that additional requirements may be required based on your company's size, FTE and revenue. Exact requirements will be outlined in your company's B Impact profile.

INTEPRETING YOUR RESULTS

If you scored 75–100:

Amazing! You're ready to start.

By scoring here, you have demonstrated a focus on social and environmental impact, which aligns with the new B Corp standards. Your next step is to consider your strategy and resources. Does your company want to certify or align? Does your company have the resources and C-Suite support to make this happen? Consider seeking out focused support to validate that the documentation you have meets requirements and gets you over the finish line.

Our [B Navigator](#) and [Score & Review](#) options are a great step to give you confidence that you have everything you need to hit that submit button on your B Corp submission.

[Learn More](#)

If you scored 50 - 74:

You are doing great and are building a strong foundation.

Use this guide to help you identify opportunities for development and focus. Consider support for areas that are not core competencies use their knowledge and experience to guide you in an effective way, to reach your goals. Our [B Ready](#) and [B Navigator](#) services are great options to get you moving forward.

[Learn More](#)

If you scored below 49:





Every great journey begins with a first step. Aligning with the B Corp Standards takes knowledge, guidance and hard work. Consider support to map out a practical, manageable plan to strengthen your practices. Our [B Ready](#) package could be just what you need to set you on the right course to proceed with confidence.

[Learn More](#)

READY TO TAKE THE NEXT STEP?

Every business has unique opportunities to strengthen its impact, and sometimes, the fastest way to get there is with a little guidance. At Realise Change, we offer a number of different solutions to suit all budgets and needs.

Our Approach

- | | | |
|-------------|---|--|
| Acknowledge |  | Your company is unique. We get to know your business, so we can help guide you in the best course of action to achieve your goals. |
| Assess |  | We map where you are, what's missing and what's working and opportunities to grow. |
| Align |  | Partnering with you to build plans and take action based on what you need, your capacity and goals. |
| Activate |  | Supporting your team as plans are implemented, keeping you on track and helping you get unstuck. |

Our Service Options

Realise Change offers both tailored support and package options to give you the flexibility that you need to meet your goals, resources and budget.



B Ready

For those early in the process or unsure where to start



B Navigator

Perfect for purpose-driven businesses ready to certify



Recertify & Boost

Current B Corps preparing for their recertification



Score & Review

For businesses nearing submission who want an expert's eye

Book a complimentary discovery call

Lets review your results & identify your top 3 focus areas

[Book Now](#)

RESOURCE LIBRARY

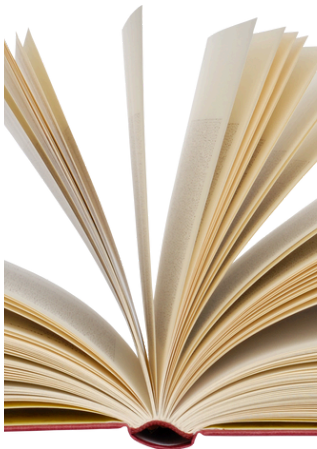
Top Picks



B CORPS AND REGENERATIVE BUSINESS

A collection of informative articles and posts on B Corps and being a regenerative business with a focus on small what this looks like for small businesses

[MORE INFO](#)



B LAB STANDARDS V 2.1 (FULL COPY)

Interested to see B Lab's standards v. 2.1 in full? This 1000 + page document is the full, unabridged version of the v. 2.1 standards.

See all of the impact areas and actions across all businesses sectors, sizes and geographies.

[MORE INFO](#)



www.realisexchange.ca