



The State of Biodiversity and Business 2024

 TRELLIS

About the State of Biodiversity and Business

This is the first Trellis State of Biodiversity and Business report, an effort to monitor how sustainability professionals and the companies they work for are confronting the effect they have on the natural environment, especially the diversity of plant and animal life. We explore how companies prioritize nature vs. other social and environmental aims, showing how they communicate their goals, evaluate their impacts on nature, and act to address the harms they cause. We also look at the views of sustainability professionals, their assessment of their employer's approach to nature, and the obstacles they face as they try to address this crucial issue.

The Survey

The report is based largely on a survey of respondents recruited from the Trellis Intelligence Panel, a database of sustainability professionals. Of the 266 respondents, 106 met the qualifications to be included in the final results. Three-fifths of respondents work at companies with revenue of \$1 billion or more; 70% are based in North America, 22% in Europe.

We also asked respondents about specific domains in which a company activity affects nature, e.g., “agriculture and land use,” “plastics and chemical pollution,” and “freshwater use.” We used this information to put their other responses into context. Quotations throughout the report are from responses to open-ended questions in the survey and, in some cases, follow-up interviews.

A detailed profile of respondents can be found in the Appendix. Note that results throughout this report may not add up to 100% because of rounding and the omission of some responses, such as “none of the above” and “other.”

Acknowledgments

Trellis would like to thank Saul Hansell for writing this report, and the survey that underpins it, and Gary Belsky and Neil Fine, of Elland Road Partners, for their careful editing and packaging. Trellis would also like to thank Capitals Coalition, GlobeScan, the Landbanking Group, Nature Tech Collective and WHC for helping spread the word about the Trellis State of Biodiversity and Business 2024 survey.



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Executive Summary

Business is Taking Stock of Nature and Beginning to Act

Business leaders around the world are starting to acknowledge the effects their companies have on the health of the ecosystems they touch. The first Trellis State of Biodiversity and Business report, based on a survey of 106 sustainability professionals at large and midsize companies, found that most are in the process, formally or informally, of considering their impact on biodiversity and nature. Many are already taking action to reduce the negative effects of their operations and restore the ecosystems they are involved with.

Here are some of the highlights:

- One-quarter treat protecting nature and biodiversity as a high priority, compared to two-thirds that prioritize reducing greenhouse gas emissions.
- Half have started a formal evaluation of their impact on nature, and one-third have considered it informally.
- One-quarter have begun small projects to address their impact on nature, while another quarter is engaged in more significant actions.
- Half the companies based in Europe are taking significant actions, compared to only one-tenth of those based in North America.
- The greatest response has been around agriculture and land use, with three-quarters of companies that rely on agricultural lands taking at least some steps to protect them.

The survey also found that sustainability professionals want their companies to move faster to prevent habitat loss and species extinction.

- Four-fifths say the companies they work for are not doing enough to address nature and biodiversity.
- More than half say the lack of staff and expertise is holding back their efforts.

Note: Since our survey was of sustainability professionals, the results should be seen as a snapshot of companies that already have some level of commitment to environmental and climate issues.



Introduction

Nature Comes Into Focus for Business

When nearly all of the world's governments (with the notable exception of the United States) agreed in 2022 to reverse the loss of biodiversity by 2030, they specifically called on businesses to contribute to the effort. The [Kunming-Montreal Global Biodiversity Framework](#), adopted at the 15th Conference of the Parties (COP15) to the United Nations Convention on Biological Diversity, mandates that businesses be held accountable for their impacts on biodiversity and for resources shifted from subsidies that are harmful to nature to projects that restore ecosystems.

Now, launched alongside the 2024 gathering of the same group in Cali, Colombia (COP16), our inaugural Trellis State of Biodiversity and Business report shows that the global business community has begun to respond to that challenge.

Most of the sustainability professionals we surveyed say their companies have begun the complex work of assessing how their operations affect living things in the areas they touch. Many described innovative actions they are taking to remediate the harm they have done, from observing deforestation with GPS technology to adding wildflower meadows to industrial facilities.

Our survey reinforces what we've seen as leaders of the Trellis nature program. Still, the business community is in a position to do much more, much faster, to help reverse the rapid degradation of the world's ecosystems that is threatening the extinction of more than 1 million

“We’ve entered the initial phase of building a better world to come. Our success is all ahead of us.”

species and further exacerbating climate change. If unchecked, biodiversity loss will disrupt the ecosystems humans rely on for the food we eat, the materials we build with, the water we use in our data centers, the energy we consume, and ultimately, global economic activity.

Government as Catalyst

The survey also shows the importance of government in spurring the private sector to act. Compared to companies in North America, those based in Europe put a higher priority on nature, have done more thorough evaluations of their impact, and are much more likely to have taken significant actions to address the harms they identified.

That's no surprise since the European Union has a series of regulations scheduled to take effect in coming years meant to prevent deforestation and preserve habitats that will force businesses to understand where and how their raw materials are produced. In addition, the E.U. [Corporate Sustainability Reporting Directive](#) will mandate disclosures related to biodiversity for companies that operate in Europe, regardless of where they are headquartered.

While the United States has strong regulations protecting and managing natural resources, there are no rules forcing businesses explicitly to understand and address their effect on biodiversity. Large American companies with operations in Europe will become subject to its disclosure regime. Moreover, publicly held companies are increasingly asked by investors to explain how their operations are affecting natural ecosystems. Some have started to assess and publish their impact on nature using frameworks from the [Taskforce on Nature-related Financial Disclosures](#) (TNFD) and other organizations.

Sustainability Professionals Struggle for Resources and Resolve

Our survey also found that sustainability professionals are under substantial stress, caught between an understanding of the urgent risks posed by environmental degradation and the frequent reluctance of employers to acknowledge and act on them.

For many, attention paid to climate change and reducing greenhouse gas emissions has overshadowed any discussion of the separate but related question of preserving nature and biodiversity.

“We are tackling GHG and circularity first, as biodiversity issues are, sadly, a little more complex for people here to understand,” says a sustainability director at a large U.S. manufacturing company. “We are building our way toward understanding more complex

interdependencies, and, hopefully, it won't be as big of a leap for decision makers to take action."

While some professionals say they have been stymied in their efforts to move forward with nature questions, many more are finding ways to work within the system to make a difference.

"The challenge of nature is great, but our effort to date has been fumbling, distracted by competing interests, and slowed by genuine lack of knowledge," says the head of environment, health, and safety for a midsize U.K. engineering firm. "Yet we've entered the initial phase of building a better world to come. Our success is all ahead of us."

— **Theresa Lieb and Alex Novarro**

Theresa Lieb leads Trellis Group's nature and Europe-focused initiatives and is the executive director of the Bloom biodiversity event.

Alex Novarro is Director of Nature at Trellis and leads the Trellis Network Nature community.

The Sustainability Professional and Nature

Insiders Say Their Companies Aren't Doing Enough

Perhaps the most significant finding of our study was the level of frustration expressed by sustainability professionals. Only one in five says their companies do enough to address nature and biodiversity.

“It is clear that biodiversity and nature metrics need immediate attention from organizations to reduce negative impacts,” says the sustainability manager of a large U.S. construction company. “Our efforts to protect nature are minimal, just following existing standards and regulations. It’s not enough.”

The director of sustainability at a large U.S. basic materials company echoes that sentiment: “We’ve got to stop kicking the tires and really investigate how we can best address nature and biodiversity.”

Even at companies that are taking action on nature, the professionals often express frustration with the pace of change.

“Our company is among the leaders in our industry addressing nature and biodiversity,”

says a senior manager at a Swiss industrial goods maker. “However, the impending nature crisis is so critical that we’ll need significant transformations across all business sectors at a scale we have not yet seen.”

Of course, some put a more positive spin on their organization’s actions, even if they are still in the early stages.

“While there’s always room for improvement here, we are making significant progress and working to share our successes to inspire others to continue to make progress, too,” says the corporate partnerships manager of a U.S. scientific and cultural institution.

Others say they are doing the right amount, defining sufficient action as what they can afford. “The other side of ‘sustainable’ is that the organization must continue to exist and prosper,” says an environmental manager with a large U.S. technology company. “Making promises the organization can’t keep helps no one.”

The professionals who say their companies are doing the right amount to preserve and restore nature predominantly work in service industries that don’t have operations or significant suppliers that directly disrupt

plant or animal life.

“As a professional service company, our impact on biodiversity is relatively small (mainly from running offices and business travel),” says an ESG manager of a global consulting company. Some low-impact companies suggest that their efforts to reduce their climate impact—typically by moving to cleaner energy—is a sufficient response to nature issues.

Limited Resources and Expertise Is Keeping Firms From Doing More

Most sustainability professionals say they aren’t getting enough support from their companies to properly address their impact on nature and biodiversity.

To start, many don’t have what they need to do the work. More than half of the respondents cite “insufficient staff capacity or expertise” or “competition for resources with other internal sustainability objectives” as one of the biggest obstacles to addressing their impact on nature and biodiversity.

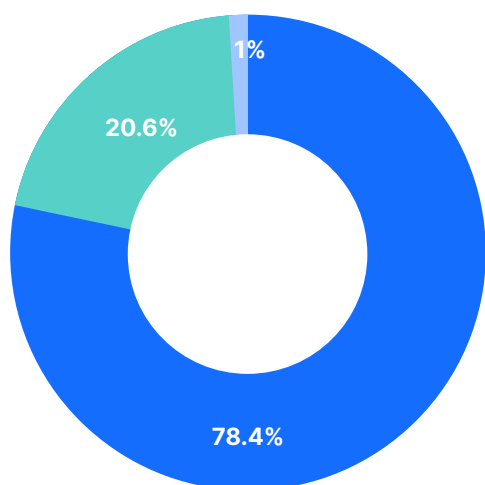
“There’s a clash between the focus on carbon and broader nature and environmental goals,” says the chief investment and impact officer of a midsize money management firm.

Another common refrain, mentioned by just under half of the professionals responding, was that their company’s senior executives show little interest in issues like biodiversity.

“There is no awareness of nature at the top management level,” says a sustainability director at a small professional services firm

How Sustainability Professionals Assess Whether Their Companies Are Doing Enough to Address Nature

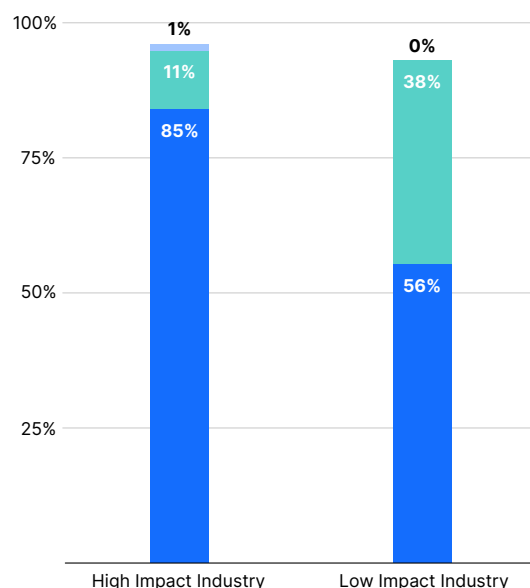
Too much The right amount Not enough



Question: In your personal opinion, how would you evaluate the action your company is taking related to nature and biodiversity?

Professionals in Low-Impact Industries Are More Satisfied With Their Companies’ Actions

Too much The right amount Not enough



in the United States. “Financial performance is the priority.”

Many professionals have been trying, with mixed success, to show business leaders that their company’s long-term success will depend on the health of the environment in which they operate.

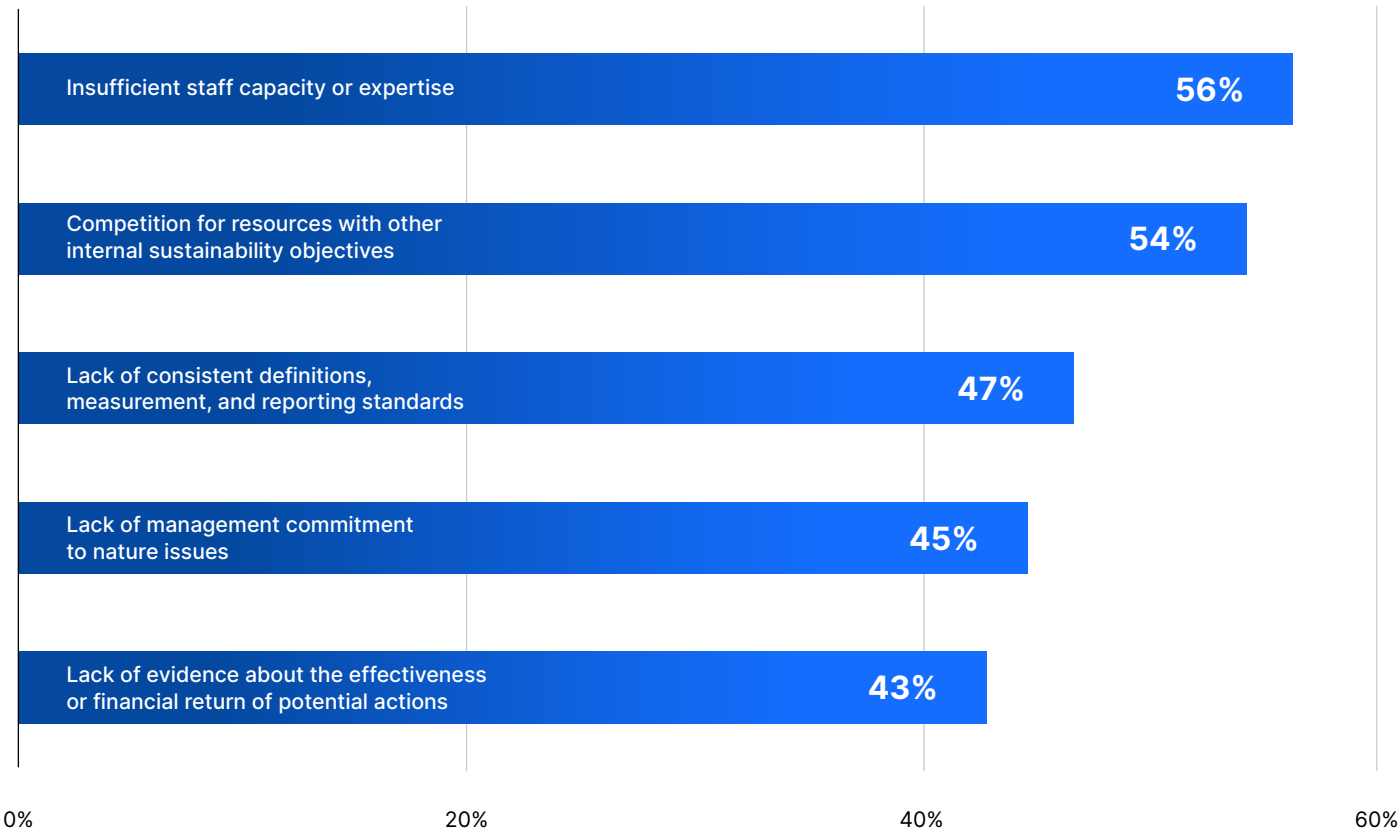
“Rising extinction rates and ecological failures will affect everything, including the destinations I work with,” adds a European consultant to travel companies. “I would estimate that 80% of the CEOs in my industry don’t understand biodiversity and

the importance of nature-based solutions.”

Even when companies want to deal with their ecological impact or are forced to do so by government regulations, they are finding a host of operational challenges, especially in evaluating the environmental actions of their suppliers.

“There are systemic problems that we can’t fix alone,” says a sustainability manager at a Swiss food company. “We can’t trace the origin of products as they move through the complex supply chain.”

The Barriers Professionals Face Dealing with Nature and Biodiversity



Question: What are your company’s biggest obstacles to addressing its impact on nature and biodiversity? Select all that apply.

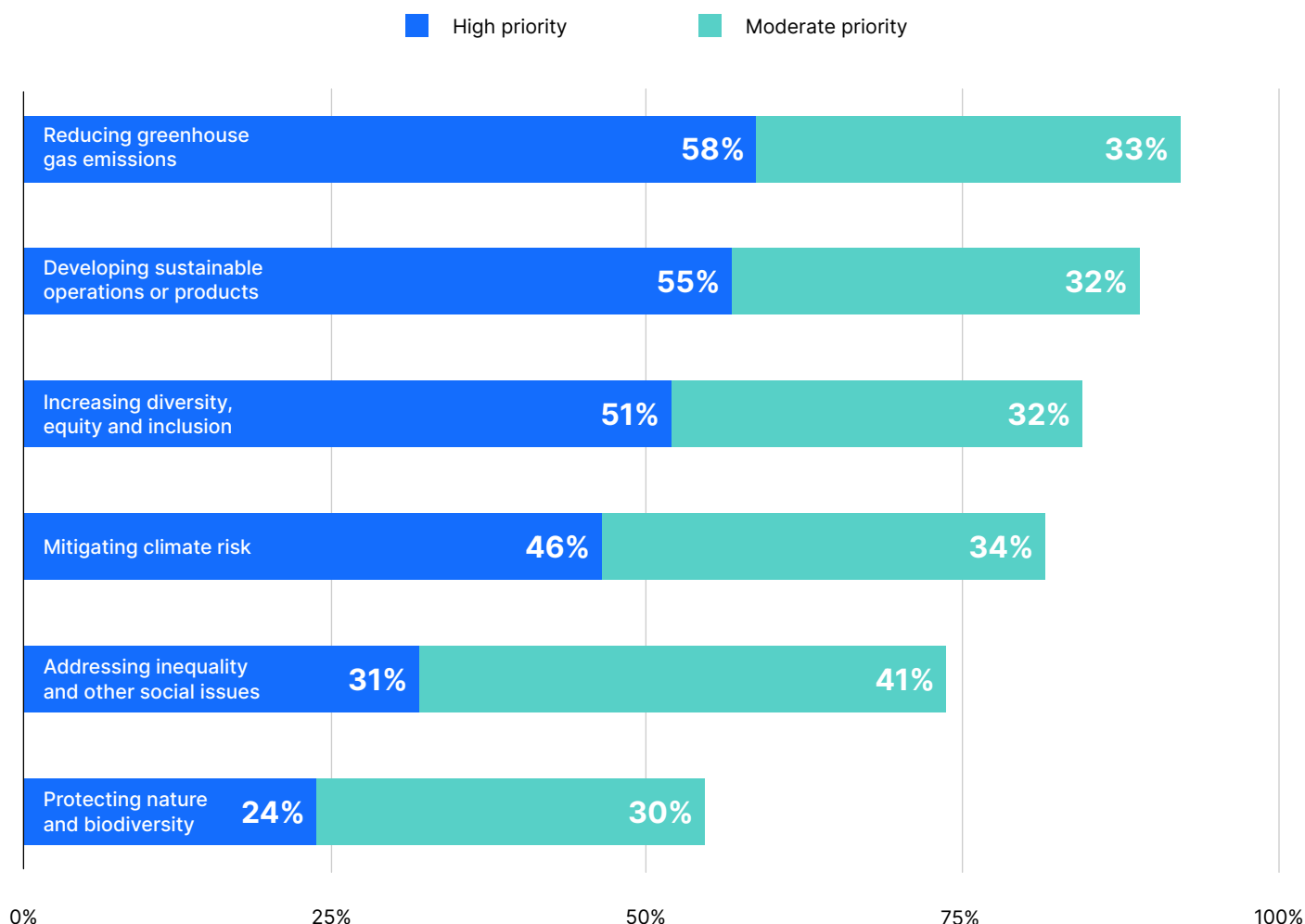
Business Attitudes Toward Nature

Biodiversity Is Far Less of a Priority Than Climate

In an era when businesses are being asked to attend to a range of nonfinancial objectives, nature has taken a backseat to other environmental, social, and governance (ESG) issues.

“Protecting nature and biodiversity” is seen as the least important of six environmental and social objectives we asked about, with only 24% saying it was a high priority for their company and another 30% saying it was a moderate priority.

How Companies Prioritize Environmental and Social Goals



Question: Looking at the actions your company has taken in recent years, how much of a priority are each of these objectives?

To many companies, species survival appears, at best, distantly related to the pressing issues they face.

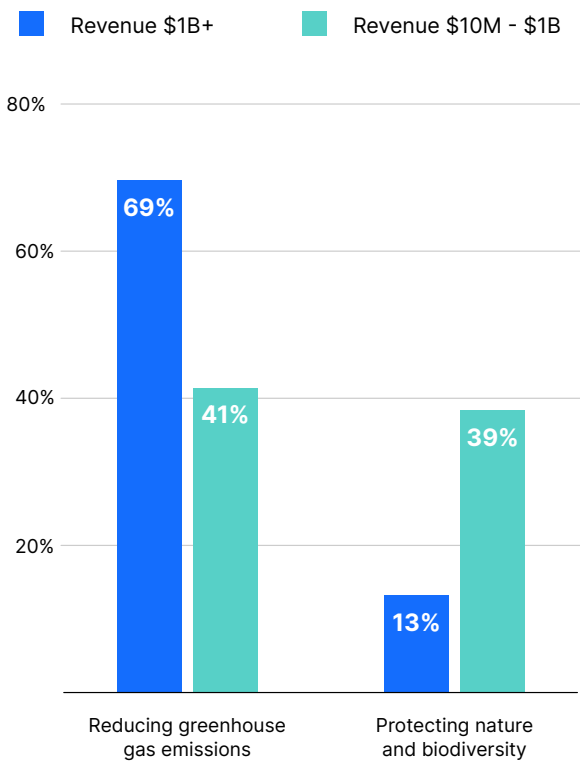
“As a small manufacturer, it is hard to understand how we can make nature and biodiversity priorities,” says the chairman of a midsize U.S. paper products company. “What is the value in it for us?” This respondent nonetheless said their company supports nature through initiatives to increase energy efficiency and reduce waste. Indeed, “reducing greenhouse gas emissions” was seen as the most important of the objectives we looked at, with nearly three-fifths of the respondents calling it a high priority for their company. Businesses

also see the importance of adapting their operations to the realities of climate change. About half say that “developing sustainable operations or products” and “mitigating climate risk” are high-priority goals.

“We have been focusing on carbon because it is the priority of our retail customers,” says a sustainability manager at a midsize U.S. natural foods company. “With carbon, there’s also a clearer path. Nature is more ambiguous, and it’s hard to know how to get started.”

The largest companies in our survey are much less likely to prioritize nature than midsize firms. Only 13% of those with revenue of \$1 billion or more say nature and biodiversity are high-priority goals, compared to 59% of those with lower revenue. By contrast, “reducing greenhouse gas emissions” is seen as a high priority by more larger companies (69%) than smaller ones (41%).

Large Companies Have Very Different High Priority Environmental Goals From Smaller Companies



Question: Looking at the actions your company has taken in recent years, how much of a priority are each of these objectives?

The companies represented in our study are very public about their commitment to the environment.

More Companies Have Committed to Addressing Nature Than Have Acted to Preserve It

The companies represented in our study are very public about their commitment to the environment. Three-quarters of the respondents (including nine out of 10 larger companies) have published targets for their greenhouse gas emissions. Half have targets for energy use.

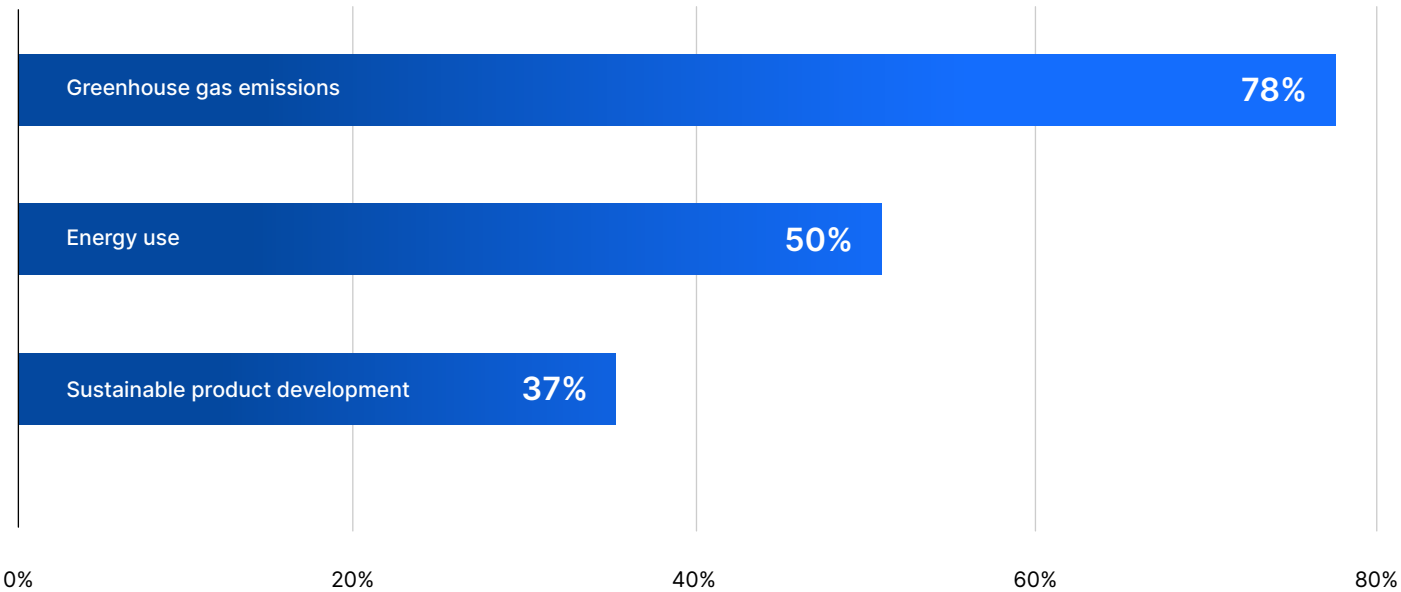
More than two-thirds of all the companies surveyed have a public commitment to at least one of the five areas directly linked to nature: agriculture, freshwater use, ocean use, forest management, and pollution.

About half of the companies that say

they affect agriculture or land use have announced at least one goal in that area. A similar proportion of those that impact freshwater has committed to addressing their water use. One-third of the companies that use forest projects have public commitments to forest management. Least common was a public target related to ocean use, mentioned by only one-fifth of the respondents at companies that affect the seas.

Talk often precedes action. One-third of the companies have made a public commitment to a nature-related goal even though they have not begun to take concrete steps to mitigate their impact on ecosystems. To be fair, our list of public nature-related goals includes those that companies could make for reasons other than preserving biodiversity — for instance, addressing “chemical and plastic pollution.” Moreover, as we’ve seen with climate change,

Public Environmental Commitments (Of Represented Companies)



Question: Does your company have public commitments or targets related to these activities? Select all that apply.

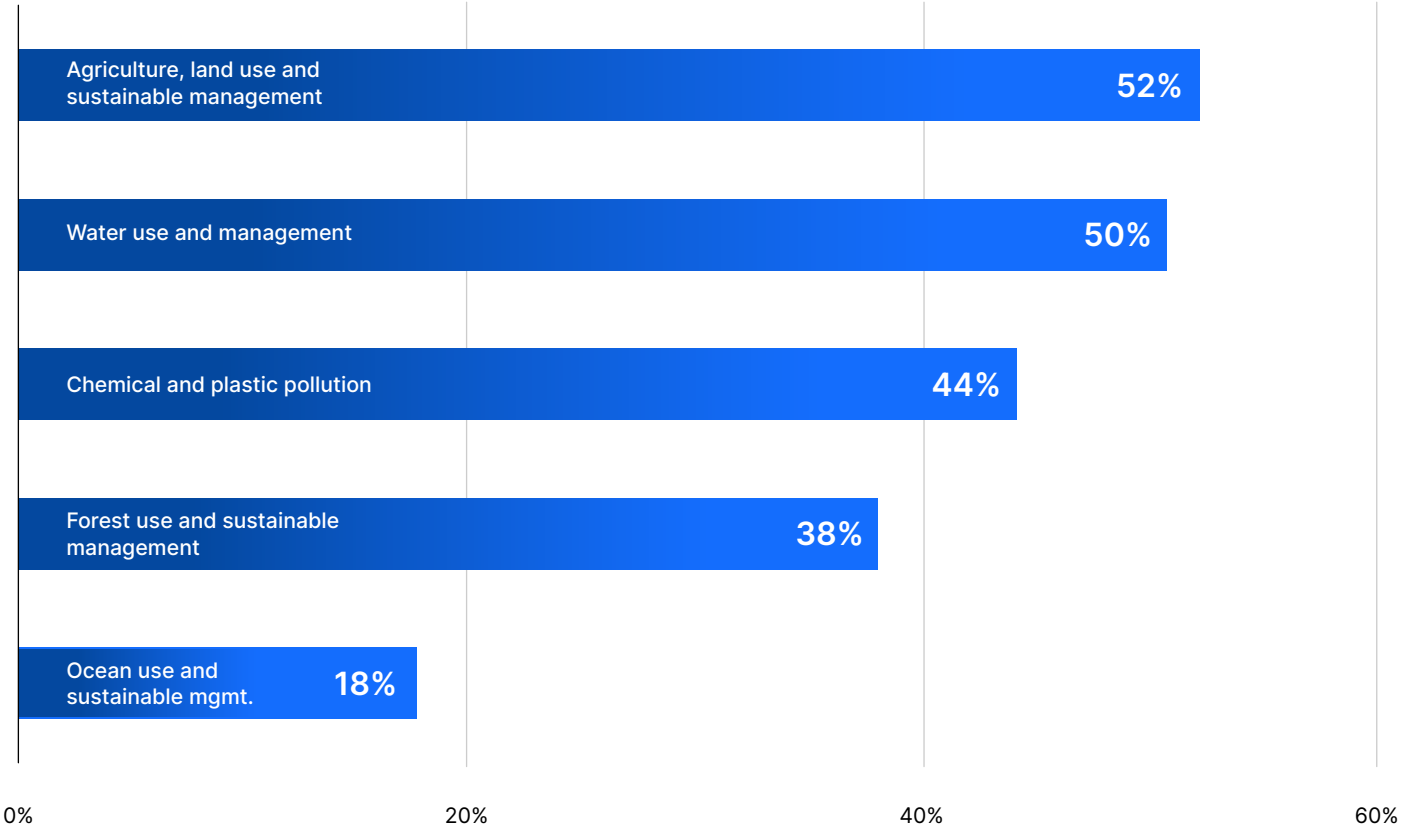
companies sometimes make commitments first and figure out how to meet them later.

Racing to catch up with a public promise, however, is a position that some companies at least don't want to be in. One-quarter of the companies that say they are taking actions to address nature have not made any public commitments about them.

“We’ve done a biodiversity risk assessment to understand the company’s potential impact and reliance on natural products, and we’re taking action on them,” says a sustainability manager at a very large U.S. healthcare company. “But we’ve decided not to publicly disclose our activities or set targets.”

“We’ve done a biodiversity risk assessment to understand the company’s potential impact and reliance on natural products, and we’re taking action on them. **But we’ve decided not to publicly disclose our activities or set targets.**”

Public Nature Commitments (Of Companies That Affect These Systems)



Question: Does your company have public commitments or targets related to these activities? Select all that apply.

Note: Percentages represent the proportion of respondents that indicated that their company's activities have an impact on the area.

Assessing the Impact on Nature

Large Companies in Europe Are Formally Analyzing Their Effect on Nature; The Rest Are Just Mulling the Topic

Many of the sustainability professionals say it is difficult to understand precisely how their companies affect nature and to quantify the impact.

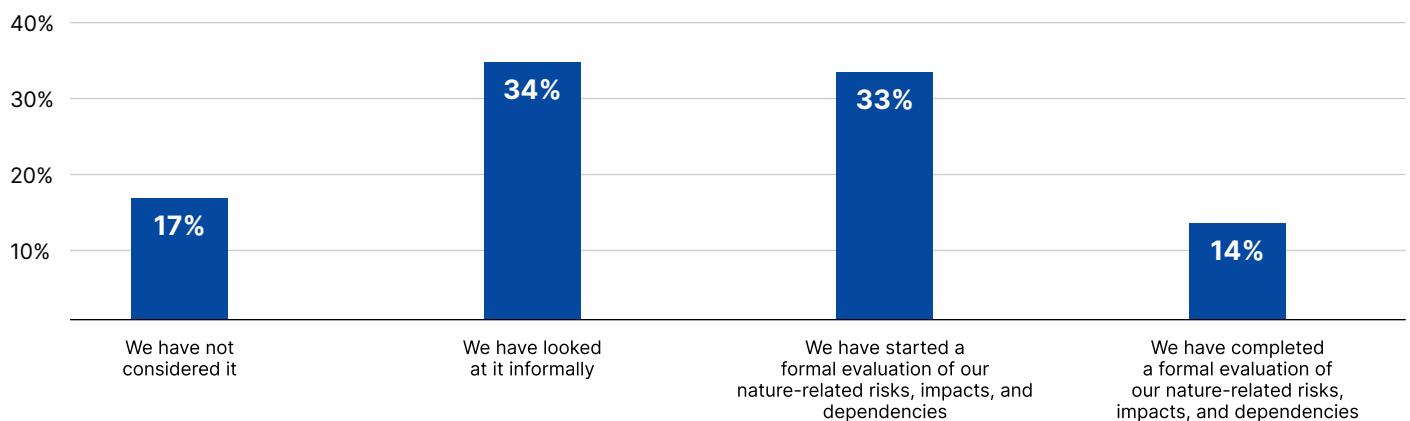
When we asked about the obstacles companies face to doing more to preserve nature and biodiversity, nearly half mentioned the “lack of consistent definitions, measurement, and reporting standards.”

Smaller companies, in particular, are stymied by impact assessment. Of those with sales of less than \$1 billion, one-third have not considered the question at all, and another third have only looked at it informally.

By contrast, nearly three-fifths of larger companies have at least started formal assessments of their impact on nature. In Europe, where such assessments will be mandatory in the coming years, 86% of the large companies we surveyed have started a formal nature assessment.

So far, only one-third of the European companies and less than one-tenth of those in North America have completed nature evaluations. That makes sense, given

How Companies Are Evaluating Their Impact on Nature



Question: How would you describe your company's consideration of its impacts on nature and biodiversity?

that most methodologies for conducting evaluations have only been published in the past few years.

There’s No Clear Consensus on Methodology for Evaluating Impact

Of those conducting a formal evaluation of their impacts on nature, most say they’re using multiple methodologies for their analysis. Half say they’re using the framework published by the Taskforce on Nature-related Financial Disclosures. Other common methodologies include the European Sustainability Reporting Standards and Science-Based Targets for Nature. One in six companies that are analyzing their impact on nature say they don’t use a published methodology.

Several companies expressed frustration that, so far at least, the popular analytical systems are difficult to use and don’t provide enough useful information.

“All the work on frameworks and systems is slowing down our efforts to just help protect

In Europe, where such assessments will be mandatory in the coming years, 86% of the large companies we surveyed have started a formal nature assessment.

natural sites,” says the vice president of corporate responsibility for a very large U.S. media company that uses the TNFD and SBTN frameworks. “We’ve done a lot of work, and we still lack clarity on where we impact.”

Others, however, want to see increased standardization in nature reporting around the published standards.

“We hope that TNFD becomes mandatory, sooner than later, to complement the reporting mandate of countries that became signatories under the GBF,” says a climate and nature risk analyst at a large Canadian financial services company. “Given the newness of the topic, it’s helping my company to identify and assess our nature risks, dependencies, impacts, and opportunities.”

| Methodologies Used to Evaluate Company Impact on Nature | |
|--|-----|
| Taskforce on Nature-related Financial Disclosures (TNFD) | 50% |
| European Sustainability Reporting Standards (ESRS) | 44% |
| Science-Based Targets for Nature | 40% |
| Local/Site-Level Environmental Assessments | 38% |
| CDP Water Security Questionnaire | 33% |
| CDP Forest Questionnaire | 31% |
| Greenhouse Gas Protocol Land Sector and Removals Guidance | 29% |
| Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) | 17% |
| None of the above | 10% |

Question: Has your company used any of these methodologies? Select all that apply.

Acting to Preserve Nature

Companies Are Starting to Launch Nature Initiatives

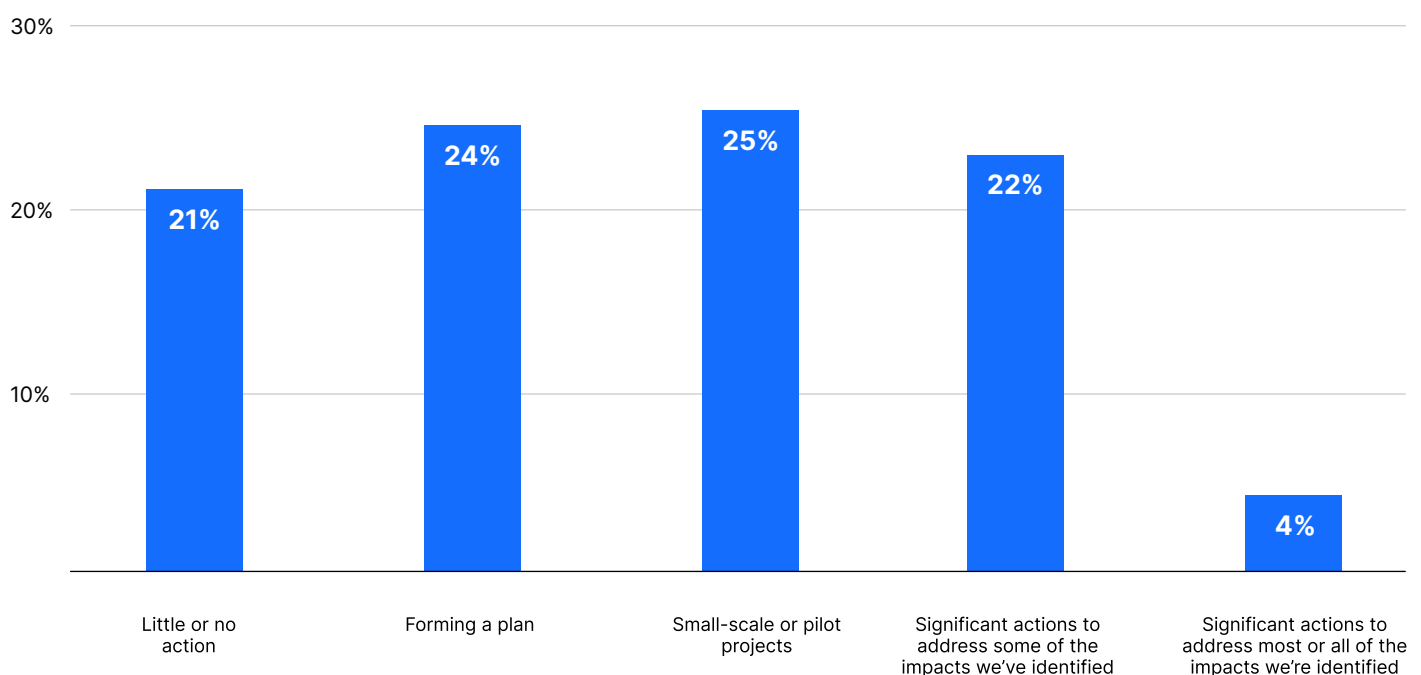
So far, about half of the companies we surveyed are taking at least some sort of action to address their impact on nature. One quarter has started “small-scale or pilot projects,” and most of the rest say they have begun “significant actions to address some of the impacts we’ve identified.” Just a handful claim they are addressing “most or all of the impacts we’ve identified.”

Those that aren’t taking action are split evenly between “forming a plan” and doing little or nothing at all.

The European companies in our survey are much further along in dealing with their impact on nature. Half of those based in Europe say they are taking significant actions to remediate at least some of the harms they have identified.

North American companies are much more likely to be testing nature-related efforts or mulling their options. “We’ve done some small-scale one-off projects in water and

How Companies Are Addressing Their Impact on Nature



Question: How would you describe the actions your company is taking to address its impact on nature and biodiversity?

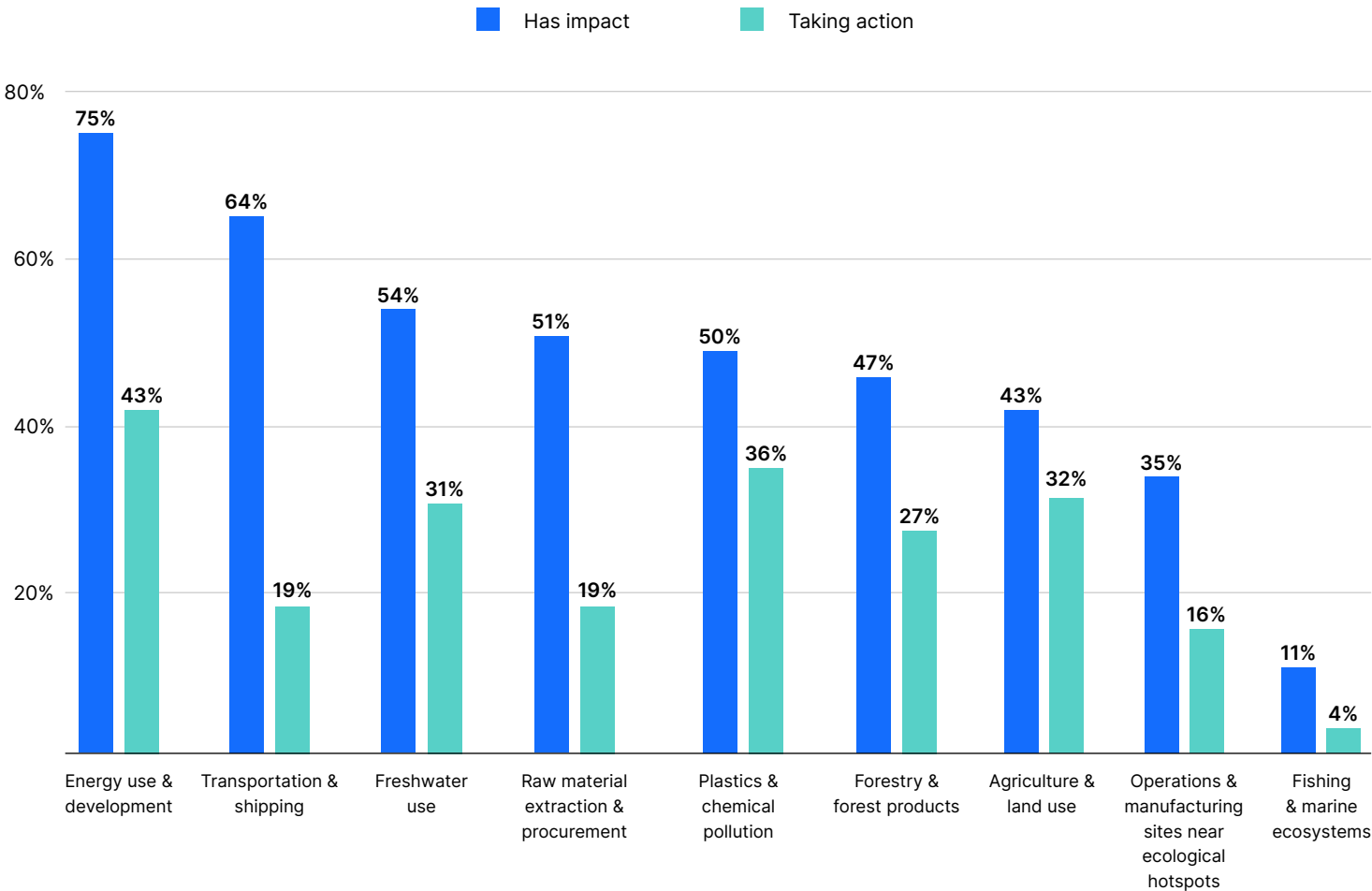
agriculture,” says the sustainability manager of a large U.S. food company. “We do not have a formal or cohesive process on nature and biodiversity.”

Three-quarters of companies that say they have an impact on agriculture are taking actions to manage their impact on farming and land use. By contrast, only one-third of the companies that affect the oceans are taking action related to fishing and marine ecosystems.

Companies Are Addressing Issues on Land More Than Those Related to Water

We asked companies if they are taking action in all the areas in which they say their operations are having an effect.

How Companies Affect Nature and How Many Are Doing Something About It



Question: 1) In which of these areas does your organization affect nature through its operations, suppliers, and products (to the best of your understanding)? Select all that apply. 2) In which areas is your company taking action to manage the impact on nature of its operations, suppliers, and products? Select all that apply.

From Maps to Meadows, What Business Is Doing to Preserve Nature

We asked the sustainability professionals to name the “most significant actions your company has taken to address its impact on nature and biodiversity.” Two-thirds offered examples that collectively represent a wide range of approaches to assessment and remediation. Here is a representative sample from many industries.

AGRICULTURE



Our company is working with farmers to improve their stewardship of the soil and reduce runoff of nutrients into ground and surface waters.

Analyst, Very large U.S. agricultural cooperative

CONSUMER GOODS



We’ve been working on reducing deforestation. We’re mapping farms via GPS, sourcing raw materials like palm oil that have been certified to be produced responsibly, and supporting farmers with tree seedlings and education about how to reduce chemical use and protect forests.

Sustainability Manager, Large European consumer goods company

ENERGY



Incorporating biodiversity in project financial review to ensure proper actions are taken to protect biodiversity, following the avoidance, reduction, and compensation model.

Senior Environmental Advisor, Very large European energy company

GOVERNMENT



Wetlands restorations; electrification of vehicles; outdoor air testing; smart (cool) surface requirements; elimination of plastic water bottles on site.

Sustainability Manager, U.S. airport

HOSPITALITY



We are sourcing food from organic, regenerative, and local suppliers. Our single-use packaging is fiber-based.

DEI and Social Impact Manager, Midsize U.S. restaurant chain

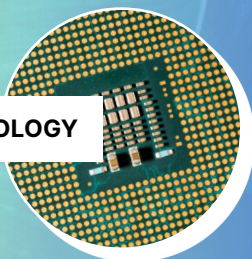
INDUSTRIAL GOODS



We've added a wildflower meadow and "wild patches" on our land to allow local flora and fauna to thrive.

Safety, Health, and Environment Engineer, Very large Swedish equipment maker

TECHNOLOGY



When we establish new sites, we avoid undeveloped or agricultural areas so we don't disturb natural ecosystems.

Environmental Systems Manager, Large U.S. technology company

TRANSPORTATION



Timber certification, circularity, diverting waste from landfill, upcycling plastic, decarbonization strategy

Sustainability Lead, Australian logistics company

UTILITIES



We currently have a working group established to identify potentially sensitive areas where the company operates and develop a strategy for how we mitigate risks to sensitive species. We've also partnered with local universities and other organizations on pilot projects to conduct research and implement solutions for sustainable land management solutions.

Sustainability Director, Very large U.S. electric utility



Conclusion

Building the Resolve to Protect Biodiversity in the Shadow of the Climate Crisis

With this first Trellis State of Biodiversity and Business report, we've established a baseline from which we can follow how companies and sustainability professionals confront the challenge of preserving the earth's plant and animal life. As of 2024, based on our survey, most large companies and the smaller ones that employ sustainability professionals have started to consider, at least informally, whether their actions are harming nature. One-quarter of them have begun to take significant action to address their impact.

So far, companies in North America are lagging behind those in Europe in assessing and acting on their impact on nature, most likely reflecting the E.U.'s stricter regulatory regime.

Sustainability professionals told us they are caught between scientists who warn of rapidly degrading ecosystems and business leaders who don't see preserving nature as an important use of their company's resources. As of 2024, four out of five of them assess their companies as not doing enough in this realm.

The movement to get businesses to act to help preserve the planet's biodiversity is, to some degree, taking a backseat to the concerted global effort to throttle greenhouse gas emissions. Yet the response to the climate crisis also provides a template for how to engage businesses in serious environmental issues. Governments and investors are calling on companies to assess and disclose how their operations and supply chains affect the ecosystems they touch.

The companies that are, so far, engaging seriously with the issue are finding the processes and organizations they put in place to respond to questions about climate can often be adapted to address their impact on nature.

"The complicated systems to assess nature are developing very quickly, compared to the climate issue, which was slower to evolve," says the sustainability director at a large U.S. financial institution.

To some, using the climate-change paradigm for nature is slowing down needed action. Biodiversity loss can't be quantified as easily as carbon emissions, and companies may be getting bogged down in complex analysis when they would be better off taking immediate steps to preserve the ecosystems in which they are involved.

Our survey found that the companies most likely to be taking significant actions on nature are in industries like agriculture and mining, where their effects on nature can be directly observed.

Other companies, such as those in service industries, find it harder to see how their operations are contributing to the destruction of essential habitats and the extinction of species. So far, there isn't a precise measure similar to greenhouse gas emissions that can compare how any company affects nature.

Many of the sustainability professionals we surveyed say that one of their primary responsibilities in the coming years is to build awareness throughout their organizations on the importance of preserving biodiversity in hopes of sparking the commitment to act.

“Today, it's a tragedy of the commons, where most companies can say they don't have a large, direct adverse effect on nature and biodiversity,” says the ESG and sustainability manager at a midsize U.S. technology company that has done little on the issue other than buying renewable energy. “But if every company says that, nothing will happen to reduce the collective industry impacts. We need bold first movers, then safety in numbers, and finally, standards and regulation.”

While first movers are launching creative and even bold initiatives to protect nature, we'll look to track how many — and how quickly — more will follow suit.

“The complicated systems to assess nature are developing very quickly, compared to the climate issue, which was slower to evolve.”

Appendix

The Trellis State of Biodiversity and Business survey was conducted online in July, August and early September 2024. Participants were recruited on the Trellis (formerly Greenbiz) website, through its newsletter, and through emails to participants in Trellis programs. Accordingly, the respondents are largely business leaders and professionals with an interest in sustainability.

Of the 266 initial respondents, 106 were included in the final results because they completed the survey and work for organizations with annual revenue in excess of \$10 million.

Here is a profile of the main characteristics of the companies represented in the survey and the categories used for analysis in this report.

| Impact Areas | |
|---|-----|
| Energy use and development | 75% |
| Transportation and shipping | 64% |
| Freshwater use | 54% |
| Raw material extraction and procurement | 51% |
| Plastics and chemical pollution | 50% |
| Forestry and forest products | 47% |
| Agriculture and land use | 43% |
| Operations and manufacturing sites near ecological hotspots | 35% |
| Fishing and marine ecosystems | 11% |

Question: In which of these areas does your organization affect nature through its operations, suppliers, and products (to the best of your understanding)? Select all that apply.

| Region | |
|--------------------|-----|
| North America | 70% |
| Europe | 22% |
| Asia/Pacific | 4% |
| Middle East/Africa | 3% |
| South America | 2% |

Question: In what country is your company headquartered?

| Revenue | |
|--|------------|
| \$1 Billion + | 58% |
| \$10 billion or more | 33% |
| \$1 billion to less than \$10 billion | 25% |
| \$10 million - \$1 billion | 42% |
| \$250 million to less than \$1 billion | 16% |
| \$100 million to less than \$250 million | 6% |
| \$25 million to less than \$100 million | 13% |
| \$10 million to less than \$25 million | 7% |

Question: What is your company's annual revenue?

| Industry Impact | |
|-----------------------------------|------------|
| Direct Impact Industries | 69% |
| Consumer Goods | 13% |
| Agriculture | 9% |
| Industrial Goods | 9% |
| Technology | 9% |
| Construction/Building/Real Estate | 8% |
| Healthcare/Biotech/Pharma | 6% |
| Energy/Renewables/Efficiency | 5% |
| Basic Materials | 4% |
| Hotel/Hospitality/Tourism | 4% |
| Transportation | 3% |
| Utilities | 2% |
| Indirect Impact Industries | 31% |
| Professional Services | 12% |
| Financial Services | 7% |
| Non-profit/NGO | 4% |
| Retail | 4% |
| Education/Training | 2% |
| Media/Communications | 2% |
| Government (Non-Military) | 1% |

Question: To what industry does your company belong?