

ESG Questionnaire — Non-Profit Organizations

An ESG self-assessment tool for charities, foundations, and non-profits to evaluate mission-aligned sustainability and governance accountability.

ENVIRONMENTAL

SOCIAL

GOVERNANCE

Purpose: This questionnaire helps non-profit organizations evaluate ESG performance across environmental stewardship, social impact, and organizational governance. This questionnaire contains **top 5 priority questions per ESG pillar** (15 total) carefully selected for the **Non-Profit (NFP)** sector. Completing this helps generate a tailored ESG report for your organization.

ENVIRONMENTAL

E - Q1

Does your organization have a written environmental sustainability policy that governs office operations, events, and program delivery?

Yes

No

In Progress

E - Q2

How does your organization measure and reduce its carbon footprint from operations, including staff travel, facilities, and digital infrastructure?

Your answer here...

E - Q3

Rate your organization's current level of implementing green procurement practices for office supplies, technology, and vendor selection.

Rate 1 (None) → 5 (Fully Implemented)

1

2

3

4

5

E - Q4

Do your programs or services directly address environmental or climate justice issues within the communities you serve?

Yes

No

In Progress

E - Q5

Which of the following environmental practices does your organization currently follow?

- Track and offset GHG emissions
- Paperless/digital-first operations
- Sustainable event management policy
- Green building / energy efficiency
- None of the above

SOCIAL

S - Q1

How does your organization measure the social impact of its programs — including beneficiary outcomes, reach, and equity metrics?

Your answer here...

S - Q2

Rate the diversity, equity, and inclusion (DEI) of your board, executive team, and program staff relative to the communities you serve.

Rate 1 (None) → 5 (Fully Implemented)

1

2

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S - Q3

Do you have formal policies protecting vulnerable populations (children, seniors, marginalized groups) in program delivery and staff interactions?

Yes

No

In Progress

S - Q4

Describe your volunteer and staff well-being programs — including mental health supports, fair compensation, and professional development.

Your answer here...

S - Q5

Does your organization conduct regular community needs assessments to ensure programs remain relevant, equitable, and responsive?

Yes

No

In Progress

GOVERNANCE

G - Q1

Does your board have a documented conflict-of-interest policy, and is it reviewed and signed annually by all board members?

Yes

No

In Progress

G - Q2

How does your organization ensure financial transparency — including public disclosure of audited financials, CRA filings, and grant usage?

Your answer here...

G - Q3

Rate the independence and accountability of your board — including term limits, skills matrix, and separation from executive management.

Rate 1 (None) → 5 (Fully Implemented)

1

2

3

4

5

G - Q4

Do you have a formal stakeholder engagement process for donors, funders, clients, and community members to provide feedback?

Yes

No

In Progress

G - Q5

Which governance frameworks or standards does your NFP use to guide ESG or accountability reporting?

- Imagine Canada Standards
- GRI (Global Reporting Initiative)
- B Corp Certification
- UN Sustainable Development Goals (SDGs)
- Internal/custom framework only

Ready for Your Full ESG Report?

Submit your completed questionnaire or connect with us to begin a comprehensive ESG assessment, strategy roadmap, and stakeholder-ready report tailored to your Non-Profit (NFP) organization.



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Engagement

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