



## ❁ Ethical KPI Dashboard Template

**Purpose:** To measure ethical performance across four key domains – **Financial, Social, Environmental, and Governance (FSEG)** – on a quarterly basis.

Use this dashboard in leadership reviews to ensure Dharma, data, and decision-making stay aligned.

**FSEG Dashboard Table**

Domain	Key KPI	Definition / Formula	Target	Owner	Status / Notes
<b>Financial</b>	Sustainable Profit Margin	(Net profit adjusted for ethical reinvestment) ÷ Total revenue	≥ 15%	CFO	
<b>Social</b>	Fair Wage Index	Average worker wage ÷ Local living wage	≥ 1.0	HR Head	
<b>Social</b>	Community Impact Multiplier	CSR investment ROI × 100	≥ 2x	CSR Manager	
<b>Environmental</b>	Circularity Ratio	(Reused + Recycled Material) ÷ Total Material Used	≥ 60%	Operations Lead	
<b>Environmental</b>	Water Efficiency Score	Units produced ÷ Water used (m <sup>3</sup> )	Improve 10% YoY	Sustainability Officer	
<b>Governance</b>	Transparency Index	(Disclosed metrics ÷ Total relevant metrics) × 100	100%	Ethics Committee	
<b>Governance</b>	Ethics Incident Frequency	Reported ethical incidents ÷ Total employees	≤ 0.02	Compliance Officer	

## Usage Notes

- Review metrics **quarterly** in an *Ethics Huddle* with department heads.
- Document actions taken and results achieved after each quarter.
- Use color-coding for quick visual assessment:
  - ● **On Track**
  - ● **Needs Attention**
  - ● **Critical Risk**

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**“ETHICS MEASURED IS ETHICS MAINTAINED. EACH NUMBER IS A MIRROR — SHOWING NOT JUST HOW WE PERFORM, BUT WHO WE ARE BECOMING.”**

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## Ethical Decision Matrix Template

**Purpose:** To evaluate decisions through the triple lens of **Profit, People, and Planet** before execution.

Score each factor from **1 (low impact)** to **5 (high positive impact)**. The total determines ethical alignment.

**Decision Matrix Table**

Criteria	Profit Impact (1-5)	People Impact (1-5)	Planet Impact (1-5)	Total Score	Decision Priority
Short-Term Financial Gain					
Long-Term Reputation Impact					
Employee Well-being / Inclusion					
Environmental Footprint					
Community Relationship					
Ethical Risk Exposure					

## Scoring Guide

- **1 = Very Low / Negative Impact**
- **3 = Moderate Impact**
- **5 = High Positive Impact**

### Interpretation:

- **Total  $\geq 12$  → Proceed** (Dharmically sound decision)
- **8–11 → Reassess** (Requires refinement or mitigation)
- **$\leq 7$  → Redesign** (Ethical misalignment)

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**“EVERY BUSINESS DECISION LEAVES A MORAL FOOTPRINT. MEASURE IT, MANAGE IT, AND MAKE IT MATTER.”**

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